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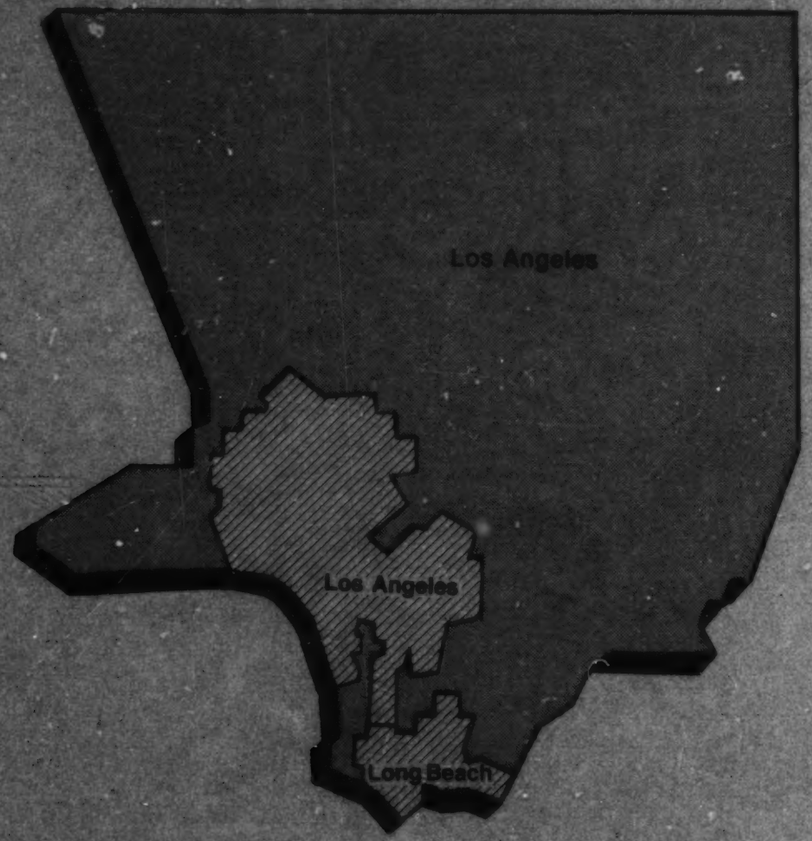
Area Wage Survey

Los Angeles–Long Beach, California, Metropolitan Area October 1988

U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3045-49



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Preface

This bulletin provides results of an October 1988 survey of occupational earnings in the Los Angeles-Long Beach, CA, Primary Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' area wage survey program. It was conducted by the Bureau's regional office in San Francisco, CA, under the general direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations. The Bureau wishes to express its appreciation for the cooperation of the many firms that provided the data on which this bulletin is based.

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Note:

Reports on occupational earnings and employee benefits in the Los Angeles-Long Beach area are available for the following industries: Men's and boys' shirts (June 1987), temporary help supply (September 1987), and hotels and motels (June 1988). These reports are available from the Bureau's regional offices. Regional offices also have available five summary releases: *Occupational Earnings and Wage Trends in Metropolitan Areas* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

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Area Wage Survey

Los Angeles–Long Beach, California, Metropolitan Area October 1988

U.S. Department of Labor
Ann McLaughlin, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
January 1989

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Introduction

The Bureau of Labor Statistics is restructuring its area wage survey program to reflect changes in the number and geographic boundaries of the Nation's metropolitan statistical areas. In place of annual studies of 70 areas, the new program, when fully implemented in 1990, will cover 32 areas on an annual basis and two groups of 29 areas in alternate years.

This is 1 of the 32 areas being surveyed each year. While occupational earnings are presented annually (A-series tables), information on establishment practices and employee benefits (B-series tables) is presented every third year, when Bureau field representatives obtain such data during personal visits to respondents. This report has no B-series tables.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Earnings

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g., accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For 31 large survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

Table A-1. Weekly earnings of office workers in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division[1]	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[2]	Median[2]	Middle range[2]	Under 200	200 and under 225	225 – 250	250 – 275	275 – 300	300 – 325	325 – 350	350 – 375	375 – 400	400 – 425	425 – 450	450 – 475	475 – 500	500 – 525	525 – 550	550 – 575	575 – 600	600 – 650	650 – 700	700 – 750	750 and over
Secretarial and keyboarding occupations																										
Secretaries	22,043	39.5	489.50	480.00	421.00– 554.00	–	2	3	–	190	397	455	1109	1565	2121	2329	2323	2045	1720	1816	1894	1393	1611	606	295	169
Manufacturing	9,534	39.5	487.00	476.00	427.00– 541.00	–	2	–	–	2	108	55	366	622	1110	1276	1170	1027	868	789	615	596	623	169	94	42
Nonmanufacturing	12,509	39.5	491.00	484.50	415.50– 559.50	–	–	3	–	188	289	400	743	943	1011	1053	1153	1018	852	1027	1279	797	988	437	201	127
Transportation and utilities	1,005	39.0	517.50	530.00	440.00– 574.50	–	–	3	–	6	8	9	38	49	104	71	71	61	44	69	221	46	138	41	17	9
Secretaries I	1,899	39.0	384.00	375.00	336.50– 417.50	–	–	–	–	122	286	190	340	288	256	120	90	69	100	18	20	–	–	–	–	–
Manufacturing	555	40.0	407.50	400.00	369.00– 443.00	–	–	–	–	1	41	33	79	117	121	39	34	36	48	6	–	–	–	–	–	–
Nonmanufacturing	1,344	39.0	374.50	364.50	321.00– 413.50	–	–	–	–	121	245	157	261	171	135	81	56	33	52	12	20	–	–	–	–	–
Secretaries II	6,620	39.5	451.50	443.50	406.00– 494.50	–	1	2	–	60	73	90	471	698	1069	1060	952	626	469	463	372	88	117	–	7	–
Manufacturing	3,418	39.5	444.50	440.00	407.00– 475.00	–	1	–	–	–	34	22	234	366	621	658	610	333	242	171	42	61	23	–	–	–
Nonmanufacturing	3,202	39.0	458.50	451.50	405.00– 518.00	–	–	2	–	60	39	68	237	332	448	402	342	295	227	292	330	27	94	–	7	–
Transportation and utilities	263	39.0	452.50	422.50	381.00– 557.50	–	–	2	–	–	4	8	34	32	58	11	11	10	–	24	68	1	–	–	–	–
Secretaries III	7,327	39.5	499.00	491.00	441.00– 553.00	–	1	1	–	6	5	19	136	372	633	931	896	906	727	730	800	514	434	160	56	–
Manufacturing	3,373	39.5	495.50	490.00	443.50– 541.00	–	1	–	–	1	–	–	33	99	313	501	409	501	374	417	310	221	154	30	9	–
Nonmanufacturing	3,954	39.5	502.00	493.00	438.50– 556.50	–	–	1	–	5	5	19	103	273	320	430	487	405	353	313	490	293	280	130	47	–
Transportation and utilities	475	38.5	524.00	553.00	460.00– 567.00	–	–	1	–	2	–	–	2	12	26	58	41	29	37	27	136	29	68	5	2	–
Secretaries IV	4,455	39.5	540.50	550.00	484.50– 596.00	–	–	–	–	2	33	32	100	142	149	210	331	365	300	493	574	644	754	253	55	18
Manufacturing	1,745	39.5	548.50	563.50	495.00– 606.00	–	–	–	–	–	33	–	20	40	55	78	91	136	137	158	249	251	371	104	21	1
Nonmanufacturing	2,710	39.5	535.00	539.50	475.00– 595.50	–	–	–	–	2	–	32	80	102	94	132	240	229	163	335	325	393	383	149	34	17
Transportation and utilities	184	39.5	577.50	597.00	515.00– 640.00	–	–	–	–	2	–	–	–	–	–	2	16	21	7	16	17	12	61	29	1	–
Secretaries V	1,479	39.5	615.50	606.00	545.50– 680.00	–	–	–	–	–	–	–	–	–	11	8	51	74	124	109	128	147	306	193	177	* 151
Manufacturing	443	39.5	608.50	583.00	524.00– 683.00	–	–	–	–	–	–	–	–	–	–	–	26	21	67	37	14	63	75	35	64	41
Typists	935	39.5	351.50	329.00	277.00– 400.00	–	–	62	168	72	104	193	70	31	71	10	14	24	2	93	16	–	5	–	–	–
Manufacturing	485	40.0	370.50	337.00	280.00– 402.00	–	–	43	47	32	48	124	27	10	47	–	2	–	2	82	16	–	5	–	–	–
Nonmanufacturing	450	39.0	331.50	311.50	274.50– 358.00	–	–	19	121	40	56	69	43	21	24	10	12	24	–	11	–	–	–	–	–	–
Typists I	718	39.5	351.50	329.00	274.50– 401.00	–	–	62	136	38	84	139	33	29	63	10	14	24	2	82	2	–	–	–	–	–
Nonmanufacturing	346	38.5	323.50	292.50	265.50– 382.00	–	–	19	121	38	36	33	8	21	24	10	12	24	–	–	–	–	–	–	–	–
Typists II	217	39.5	351.00	334.50	280.00– 358.00	–	–	–	32	34	20	54	37	2	8	–	–	–	–	11	14	–	5	–	–	–
Word processors	2,927	39.0	418.50	404.50	363.50– 465.50	–	–	2	13	22	161	356	419	429	355	289	202	228	193	60	69	30	99	–	–	–
Manufacturing	687	40.0	445.00	432.00	393.00– 501.00	–	–	–	–	2	10	37	70	84	87	111	86	26	68	17	64	11	14	–	–	–
Nonmanufacturing	2,240	39.0	410.00	396.00	356.00– 455.00	–	–	2	13	20	151	319	349	345	268	178	116	202	125	43	5	19	85	–	–	–
Transportation and utilities	114	39.0	483.50	499.00	462.00– 526.50	–	–	–	–	1	–	15	1	2	–	4	4	45	3	23	1	15	–	–	–	–
Word processors I	1,343	39.0	378.00	370.50	342.00– 408.50	–	–	2	13	20	133	294	243	278	160	63	57	60	3	–	2	17	–	–	–	–
Manufacturing	162	39.5	395.00	390.00	352.00– 438.50	–	–	–	–	2	7	27	29	25	16	30	22	–	–	–	2	2	–	–	–	–
Nonmanufacturing	1,181	39.0	375.50	369.50	341.50– 400.00	–	–	2	13	18	126	267	214	251	144	33	35	60	3	–	–	15	–	–	–	–
Word processors II	1,546	39.5	454.00	441.50	398.00– 500.00	–	–	–	–	2	19	62	167	144	195	226	145	157	190	60	67	13	99	–	–	–
Manufacturing	525	40.0	460.00	446.00	408.50– 513.00	–	–	–	–	–	3	10	41	59	71	51	64	26	68	17	62	9	14	–	–	–
Nonmanufacturing	1,021	39.0	451.00	441.50	396.00– 500.00	–	–	–	–	2	16	52	126	85	124	145	81	131	122	43	5	4	85	–	–	–
Key entry operators	6,416	39.5	327.50	312.00	271.50– 389.50	59	321	368	901	881	1089	734	580	525	210	238	118	169	116	11	70	22	4	–	–	–
Manufacturing	1,285	40.0	339.50	330.00	290.00– 379.00	8	22	28	206	212	116	183	166	115	44	108	15	7	5	1	30	15	4	–	–	–
Nonmanufacturing	5,131	39.5	324.00	311.00	269.00– 366.00	51	299	340	695	669	973	551	414	410	166	130	103	162	111	10	40	7	–	–	–	–
Transportation and utilities	420	39.5	422.50	410.00	361.50– 486.00	–	–	–	8	9	33	37	39	73	23	18	4	109	29	10	28	–	–	–	–	–

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2] Mean[3]	Median[4]	Middle range[5]	Number of workers receiving straight-time weekly earnings (in dollars) of — Under 200	200 and under 225	225 – 250	250 – 275	275 – 300	300 – 325	325 – 350	350 – 375	375 – 400	400 – 425	425 – 450	450 – 475	475 – 500	500 – 525	525 – 550	550 – 575	575 – 600	600 – 650	650 – 700	700 – 750	750 and over
Key entry operators I	3,904	39.5	301.00	288.00	258.00– 330.00	56	315	305	884	753	525	250	278	267	47	42	22	61	73	10	12		4	–	–	–
Manufacturing	742	40.0	298.00	290.00	260.00– 330.00	8	22	28	206	180	99	62	70	31	7	–	1	–	–	–	4	–	4	–	–	–
Nonmanufacturing	3,162	39.5	302.00	288.00	254.50– 334.50	48	293	277	678	573	426	168	208	236	40	42	21	61	73	10	8	–	–	–	–	–
Transportation and utilities	185	39.0	420.50	386.00	375.00– 484.00	–	–	–	–	1	16	13	15	51	8	10	–	32	29	10	–	–	–	–	–	–
Key entry operators II	2,494	39.5	368.00	349.50	317.00– 410.00	3	6	63	17	128	546	484	302	258	163	198	96	108	43	1	58	22	–	–	–	–
Manufacturing	543	40.0	396.50	381.00	345.00– 425.50	–	–	–	–	32	17	101	96	84	37	108	14	7	5	1	26	15	–	–	–	–
Nonmanufacturing	1,951	39.5	360.00	343.00	312.00– 395.50	3	6	63	17	96	529	383	206	174	126	98	82	101	38	–	32	7	–	–	–	–
Transportation and utilities	235	40.0	424.00	419.00	350.00– 486.00	–	–	–	8	8	17	24	24	22	15	8	4	77	–	–	28	–	–	–	–	–
Other clerical occupations																										
Accounting clerks	15,521	39.5	380.00	380.00	315.00– 432.00	93	271	233	536	1448	2148	1987	2205	1337	1167	725	743	613	584	310	369	544	174	34	–	–
Manufacturing	4,143	39.5	381.50	367.00	324.00– 431.00	–	–	34	171	411	482	476	772	380	357	269	183	166	175	66	56	78	37	30	–	–
Nonmanufacturing	11,378	39.5	379.50	380.00	311.50– 433.50	93	271	199	365	1037	1666	1511	1433	957	810	456	580	447	409	244	313	466	137	4	–	–
Transportation and utilities	776	39.5	485.00	486.00	398.50– 591.50	–	–	–	17	26	35	19	25	74	19	26	58	121	53	36	51	158	58	–	–	–
Accounting clerks I	1,185	39.5	272.50	275.00	219.50– 295.00	93	229	128	186	283	145	51	31	17	1	7	5	1	11	–	17		–	–	–	–
Manufacturing	405	40.0	290.00	280.00	270.00– 310.00	–	–	17	99	178	54	47	7	1	–	–	–	–	–	–	2	–	–	–	–	–
Nonmanufacturing	780	39.0	263.00	239.00	212.50– 280.00	* * 93	229	111	67	105	91	4	24	16	1	7	5	1	11	–	15	–	–	–	–	–
Accounting clerks II	7,598	39.5	354.00	337.00	303.00– 378.00	–	42	104	332	1051	1751	1025	1256	548	351	207	111	282	243	113	70	112	–	–	–	–
Manufacturing	1,987	39.5	351.00	350.00	310.00– 370.00	–	–	17	66	230	357	313	515	155	150	68	3	17	51	–	10	15	–	–	–	–
Nonmanufacturing	5,611	39.5	355.00	330.00	300.00– 381.00	–	42	87	266	821	1394	712	741	393	201	119	108	265	192	113	60	97	–	–	–	–
Transportation and utilities	293	39.5	462.00	486.00	395.00– 591.50	–	–	–	15	22	14	4	2	51	–	–	–	91	7	6	4	75	–	–	–	–
Accounting clerks III	5,382	39.5	421.00	398.00	353.50– 470.00	–	–	1	38	114	229	870	838	646	599	341	393	194	238	134	245	364	108	30	–	–
Manufacturing	1,120	39.5	424.50	406.50	360.00– 470.00	–	–	–	6	3	70	105	206	145	130	132	53	51	52	47	29	33	28	30	–	–
Nonmanufacturing	4,262	39.5	420.00	394.00	349.00– 470.00	–	–	1	32	111	159	765	632	501	469	209	340	143	186	87	216	331	80	–	–	–
Transportation and utilities	390	39.5	491.50	501.00	420.00– 591.50	–	–	–	–	4	21	15	23	19	17	19	56	20	41	1	31	76	45	–	–	–
Accounting clerks IV	1,172	39.5	465.50	451.00	415.50– 499.00	–	–	–	–	–	6	15	38	110	194	159	232	126	81	54	28	68	57	4	–	–
Manufacturing	575	39.5	466.50	462.50	423.00– 501.00	–	–	–	–	–	1	3	12	63	77	49	127	98	72	19	15	30	9	–	–	–
Nonmanufacturing																										
Transportation and utilities	68	39.5	542.00	541.00	499.00– 593.50	–	–	–	–	–	–	–	–	–	1	6	1	9	3	27	1	5	13	–	–	–
Payroll clerks	1,859	39.5	402.50	380.00	343.00– 451.00	6	3	6	15	119	162	281	298	175	203	120	80	98	90	24	71	24	54	–	–	–
Manufacturing	509	40.0	400.00	396.00	360.00– 438.50	–	–	–	–	29	1	30	135	63	105	62	37	17	9	7	10	–	4	–	–	–
Nonmanufacturing	1,350	39.5	403.50	389.50	340.00– 484.50	6	3	6	15	90	161	251	163	112	98	58	43	81	81	17	61	24	80	–	–	–
Transportation and utilities	119	39.5	521.50	553.00	473.00– 591.50	–	–	–	–	–	3	3	2	3	7	9	4	16	3	8	17	20	24	–	–	–
File clerks	1,554	39.0	284.00	259.50	230.50– 300.00	24	243	310	386	187	116	89	17	22	21	11	18	16	34	27	30	1	–	–	–	–
Manufacturing	248	40.0	306.00	293.00	280.00– 326.50	–	33	8	2	94	48	28	9	7	3	–	2	–	–	4	10	–	–	–	–	–
Nonmanufacturing	1,306	39.0	280.00	253.50	230.50– 280.50	24	210	302	386	93	68	61	8	15	18	11	16	16	34	23	20	1	–	–	–	–
File clerks I	1,113	38.5	256.50	249.00	228.00– 280.00	24	242	309	306	101	66	19	–	1	12	–	4	–	4	19	6	–	–	–	–	–
Manufacturing	165	40.0	289.50	280.00	253.50– 306.00	–	33	8	2	79	20	10	–	1	2	–	–	–	–	4	6	–	–	–	–	–
Nonmanufacturing	948	38.5	251.00	242.00	228.00– 259.50	24	209	301	304	22	46	9	–	–	10	–	4	–	4	15	–	–	–	–	–	–
File clerks II	312	40.0	336.00	284.50	285.50– 375.00	–	1	1	82	86	31	16	16	8	–	11	14	16	11	7	12	–	–	–	–	–
Nonmanufacturing	236	40.0	338.50	276.50	256.00– 439.50	–	1	1	82	71	3	–	7	2	–	11	12	16	11	7	12	–	–	–	–	–
File clerks III	129	40.0	395.50	345.00	329.50– 519.50	–	–	–	–	–	19	54	1	13	9	–	–	–	19	1	12	1	–	–	–	–
Messengers	525	39.0	324.50	305.00	289.00– 360.00	–	31	57	55	98	91	45	47	13	20	3	15	28	9	15	–	–	–	–	–	–
Nonmanufacturing	394	39.0	325.00	300.50	286.50– 351.50	–	23	54	32	85	71	24	17	10	12	2	13	27	9	15	–	–	–	–	–	–

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[3]	Median[4]	Middle range[5]	Under 200	200 and under 225	225 – 250	250 – 275	275 – 300	300 – 325	325 – 350	350 – 375	375 – 400	400 – 425	425 – 450	450 – 475	475 – 500	500 – 525	525 – 550	550 – 575	575 – 600	600 – 650	650 – 700	700 – 750	750 and over
Order clerks	3,400	39.5	362.00	358.00	300.00– 415.00	–	33	172	136	415	428	375	462	377	212	219	236	176	105	14	–	40	–	–	–	–
Manufacturing	1,354	40.0	348.50	340.00	297.00– 390.00	–	33	100	19	201	215	151	247	70	62	131	55	32	14	14	–	10	–	–	–	–
Nonmanufacturing	2,046	39.5	371.00	369.00	300.00– 432.00	–	–	72	117	214	213	224	215	307	150	88	181	144	91	–	–	30	–	–	–	–
Order clerks I	1,986	38.5	318.00	304.00	286.00– 350.00	–	33	172	136	374	420	309	293	95	89	–	45	16	4	–	–	–	–	–	–	–
Manufacturing	867	40.0	311.00	303.50	286.00– 356.00	–	33	100	19	169	207	104	190	30	15	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	1,119	39.0	323.00	304.00	288.50– 350.00	–	–	72	117	205	213	205	103	65	74	–	45	16	4	–	–	–	–	–	–	–
Order clerks II	1,414	40.0	424.00	427.00	379.00– 461.50	–	–	–	–	41	8	68	169	282	123	219	191	160	101	14	–	40	–	–	–	–
Manufacturing	487	40.0	415.00	427.00	360.00– 452.00	–	–	–	–	32	8	47	57	40	47	131	55	32	14	14	–	10	–	–	–	–
Receptionists	872	39.5	349.00	337.00	296.00– 383.00	3	–	45	55	125	153	164	82	47	56	46	16	14	40	11	15	–	–	–	–	–
Manufacturing	188	39.5	364.50	337.50	301.00– 379.00	–	–	–	14	31	36	18	25	25	–	7	3	1	13	–	15	–	–	–	–	–
Nonmanufacturing	684	39.0	345.00	334.50	280.00– 391.50	3	–	45	41	94	117	146	57	22	56	39	13	13	27	11	–	–	–	–	–	–
Switchboard operators	1,563	39.0	297.00	271.50	233.50– 352.00	67	89	392	235	102	185	80	262	43	42	15	14	3	25	4	25	–	–	–	–	–
Manufacturing	202	39.5	389.00	356.50	334.50– 436.00	–	–	–	–	21	22	18	69	11	7	5	13	2	7	2	25	–	–	–	–	–
Nonmanufacturing	1,361	39.0	283.50	259.50	230.00– 334.50	67	89	392	235	81	143	62	193	32	35	10	1	1	18	2	–	–	–	–	–	–
Transportation and utilities	53	38.5	367.00	402.00	245.00– 445.50	–	–	15	–	7	–	–	–	3	13	3	1	1	10	–	–	–	–	–	–	–
Switchboard operator-receptionists	2,822	39.5	308.50	302.00	274.50– 335.00	33	122	197	386	511	658	436	176	86	143	19	27	–	27	–	–	–	1	–	–	–
Manufacturing	870	40.0	303.50	300.00	260.00– 335.00	33	15	110	84	176	125	205	18	50	40	5	–	–	8	–	–	–	1	–	–	–
Nonmanufacturing	1,952	39.0	310.50	302.50	274.50– 340.00	–	107	87	302	335	533	231	158	36	103	14	27	–	19	–	–	–	–	–	–	–
Transportation and utilities	56	39.5	353.00	384.00	279.50– 431.50	–	7	–	4	8	1	–	7	15	–	14	–	–	–	–	–	–	–	–	–	–

* Workers were distributed as follows: 125 at $750 to $800; 24 at $800 to $850; 1 at $850 to $900; and 1 at $900 to $950.
* * All workers were at $175 to $200.
Also see footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[1]	Median[1]	Middle range[1]	Under 300	300 and under 340	340 – 380	380 – 420	420 – 460	460 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 – 740	740 – 780	780 – 820	820 – 860	860 – 900	900 – 940	940 – 1020	1020 – 1100	1100 – 1180	1190 and over
Computer systems analysts	6,107	39.5	804.50	806.50	704.50– 896.00	–	–	–	–	–	10	118	246	304	342	432	541	662	677	705	566	467	649	233	111	44
Manufacturing	2,137	40.0	779.00	773.00	654.00– 886.00	–	–	–	–	–	10	56	147	178	177	180	156	191	198	212	154	132	209	74	36	27
Nonmanufacturing	3,970	39.5	818.50	818.00	730.50– 900.50	–	–	–	–	–	–	62	99	126	165	252	385	471	479	493	412	335	440	159	75	17
Transportation and utilities	486	40.0	878.00	891.00	780.50– 985.50	–	–	–	–	–	–	7	–	16	25	11	31	30	28	54	61	49	110	48	14	4
Computer systems analysts I	824	39.5	615.50	599.00	555.00– 660.00	–	–	–	–	–	10	111	181	181	134	73	65	50	14	3	2	–	–	–	–	–
Manufacturing	487	40.0	605.50	588.00	557.00– 648.00	–	–	–	–	–	10	56	138	116	74	43	17	23	6	2	2	–	–	–	–	–
Nonmanufacturing	337	39.5	630.00	623.00	543.50– 694.00	–	–	–	–	–	–	55	43	65	60	30	48	27	8	1	–	–	–	–	–	–
Transportation and utilities	66	39.5	658.00	640.50	598.00– 716.50	–	–	–	–	–	–	7	–	12	18	9	8	7	4	1	–	–	–	–	–	–
Computer systems analysts II	2,714	39.5	757.50	761.50	698.00– 814.50	–	–	–	–	–	–	7	65	123	207	302	432	495	450	297	201	50	78	7	–	–
Manufacturing	866	39.5	750.00	750.00	677.50– 815.00	–	–	–	–	–	–	–	9	62	102	117	110	124	138	107	32	21	44	–	–	–
Nonmanufacturing	1,848	39.5	761.00	761.50	708.00– 814.50	–	–	–	–	–	–	7	56	61	105	185	322	371	312	190	169	29	34	7	–	–
Computer systems analysts III	2,178	40.0	895.50	891.00	836.50– 954.00	–	–	–	–	–	–	–	–	–	1	57	33	117	212	390	337	364	486	134	46	1
Manufacturing	625	40.0	885.00	886.00	824.00– 954.00	–	–	–	–	–	–	–	–	–	1	20	29	44	54	99	115	91	123	33	15	1
Nonmanufacturing	1,553	39.5	900.00	896.00	836.50– 961.50	–	–	–	–	–	–	–	–	–	–	37	4	73	158	291	222	273	363	101	31	–
Computer systems analysts IV	377	40.0	1035.50	1040.00	945.00–1109.00	–	–	–	–	–	–	–	–	–	–	–	–	–	1	15	24	53	85	92	65	* 42
Manufacturing	159	40.0	1053.00	1038.00	970.00–1122.00	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	5	20	42	41	21	26
Nonmanufacturing	218	40.0	1023.00	1046.00	919.00–1109.00	–	–	–	–	–	–	–	–	–	–	–	–	–	1	11	19	33	43	51	44	16
Computer programmers	3,149	39.5	626.00	617.00	548.00– 692.50	–	–	22	37	187	212	256	459	409	433	389	249	158	107	80	66	52	25	8	–	–
Manufacturing	797	40.0	636.50	627.00	543.50– 712.00	–	–	1	19	27	62	84	96	98	69	113	87	42	35	11	23	7	15	8	–	–
Nonmanufacturing	2,352	39.5	622.50	616.00	549.50– 692.50	–	–	21	18	160	150	172	363	311	364	276	162	116	72	69	43	45	10	–	–	–
Computer programmers II	868	39.5	564.50	564.50	523.00– 609.50	–	–	21	18	34	63	141	245	159	89	62	30	6	–	–	–	–	–	–	–	–
Manufacturing	286	40.0	587.00	587.00	526.00– 635.00	–	–	–	–	7	30	49	51	48	47	30	20	4	–	–	–	–	–	–	–	–
Nonmanufacturing	582	39.5	553.00	562.00	520.00– 593.50	–	–	21	18	27	33	92	194	111	42	32	10	2	–	–	–	–	–	–	–	–
Computer programmers III	1,488	39.5	659.50	653.50	604.50– 701.50	–	–	–	–	–	12	54	167	230	327	302	190	94	46	28	24	4	8	–	–	–
Manufacturing	293	40.0	686.00	674.00	611.50– 734.00	–	–	–	–	–	2	18	23	37	21	74	47	23	22	8	6	4	8	–	–	–
Nonmanufacturing	1,195	39.5	653.00	641.50	604.50– 692.50	–	–	–	–	–	10	36	144	193	306	228	143	71	26	20	18	–	–	–	–	–
Computer programmers IV	351	39.5	820.00	817.50	761.50– 884.50	–	–	–	–	–	–	–	–	1	14	23	29	58	59	52	42	48	17	8	–	–
Computer operators	3,748	39.5	460.00	458.50	403.00– 511.00	90	209	283	734	575	746	480	299	189	84	25	23	9	–	2	–	–	–	–	–	–
Manufacturing	1,422	39.5	473.50	459.00	411.00– 524.00	10	37	109	230	326	259	159	132	76	43	14	16	9	–	2	–	–	–	–	–	–
Nonmanufacturing	2,326	39.5	451.50	455.50	392.50– 511.00	80	172	174	504	249	487	321	167	113	41	11	7	–	–	–	–	–	–	–	–	–
Transportation and utilities	272	39.5	511.50	511.00	478.00– 543.50	–	8	2	26	20	19	103	58	16	9	11	–	–	–	–	–	–	–	–	–	–
Computer operators II	1,385	39.5	428.00	430.00	375.00– 483.00	74	139	156	273	276	155	226	50	36	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	536	40.0	419.50	411.50	385.00– 450.00	–	28	93	163	164	43	29	9	7	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	849	39.5	433.00	437.00	349.00– 511.00	74	111	63	110	112	112	197	41	29	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	177	39.5	511.50	511.00	511.00– 513.00	–	–	–	16	12	3	103	28	15	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators III	1,359	39.5	474.50	471.00	426.00– 521.50	3	9	65	251	251	379	120	162	80	30	6	3	–	–	–	–	–	–	–	–	–
Manufacturing	520	39.5	488.00	477.50	440.00– 523.00	–	–	4	59	145	150	49	56	28	20	6	3	–	–	–	–	–	–	–	–	–
Nonmanufacturing	839	39.5	466.00	464.50	403.50– 521.50	3	9	61	192	106	229	71	106	52	10	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	58	40.0	505.50	541.00	463.00– 541.00	–	–	–	10	4	12	–	29	1	2	–	–	–	–	–	–	–	–	–	–	–
Computer operators IV	538	39.5	549.00	539.00	484.50– 607.00	–	–	4	9	48	110	103	87	73	54	19	20	9	–	2	–	–	–	–	–	–
Manufacturing	327	39.0	555.00	539.50	499.50– 591.00	–	–	–	–	17	66	81	67	41	23	8	13	9	–	2	–	–	–	–	–	–
Nonmanufacturing	211	40.0	540.00	512.50	461.50– 618.50	–	–	4	9	31	44	22	20	32	31	11	7	–	–	–	–	–	–	–	–	–
Computer data librarians	179	39.5	366.50	334.00	273.50– 484.50	* * 67	32	18	5	4	29	16	6	–	2	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	164	39.5	361.00	316.00	273.50– 484.50	66	31	14	1	3	28	16	5	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables

Table A-2. Weekly earnings of professional and technical workers in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[3]	Middle range[3]	Under 300	300 and under 340	340 – 380	380 – 420	420 – 460	460 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 – 740	740 – 780	780 – 820	820 – 860	860 – 900	900 – 940	940 – 1020	1020 – 1100	1100 – 1180	1180 and over
Drafters	1,679	39.5	510.00	500.00	430.00– 581.50	45	62	131	120	217	262	229	186	99	126	77	64	61	–	–	–	–	–	–	–
Manufacturing	1,196	40.0	484.50	488.50	413.50– 551.50	45	62	119	84	179	190	179	139	73	60	26	32	8	–	–	–	–	–	–	–
Drafters II	193	39.5	374.50	380.00	336.00– 416.00	# 29	20	62	34	26	22	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	167	39.5	385.00	360.00	300.00– 416.00	29	20	62	22	26	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters III	522	39.5	464.00	462.00	412.00– 508.50	–	4	57	75	121	126	90	19	9	14	7	–	–	–	–	–	–	–	–	–
Manufacturing	398	40.0	451.50	441.00	411.00– 491.00	–	4	57	51	101	118	40	18	9	–	–	–	–	–	–	–	–	–	–	–
Drafters IV	541	39.5	539.50	532.00	495.00– 578.00	–	–	–	11	58	90	137	134	56	26	24	–	5	–	–	–	–	–	–	–
Manufacturing	430	40.0	528.00	530.00	490.00– 570.00	–	–	–	11	52	64	137	106	42	18	–	–	–	–	–	–	–	–	–	–
Electronics technicians	7,697	40.0	599.50	624.00	522.00– 660.00	11	90	165	219	331	650	743	947	668	1938	1413	74	82	62	66	14	82	142	–	–
Manufacturing	2,754	40.0	551.00	555.50	483.00– 636.00	2	8	101	149	255	362	334	481	288	472	234	28	15	1	24	–	–	–	–	–
Nonmanufacturing	4,943	40.0	627.00	654.50	566.00– 680.50	9	82	64	70	76	288	409	466	380	1466	1179	46	67	61	42	14	82	142	–	–	–
Transportation and utilities	2,466	40.0	680.00	680.50	654.50– 680.50	–	8	–	8	2	–	6	4	41	1125	931	15	67	61	42	14	–	142	–	–	–
Electronics technicians I	524	40.0	405.50	400.00	344.00– 448.00	11	89	99	122	84	66	16	37	–	–	–	–	–	–	–	–	–	–	–	–
Electronics technicians II	4,130	40.0	578.50	583.00	515.00– 654.50	–	1	66	97	192	471	529	621	394	1484	281	47	7	–	–	–	–	–	–	–
Manufacturing	872	40.0	501.50	494.00	456.00– 541.00	–	1	39	89	118	223	126	159	54	43	19	1	–	–	–	–	–	–	–	–
Electronics technicians III	3,042	40.0	662.00	663.00	590.50– 680.50	–	–	–	–	55	113	198	289	334	453	1132	27	75	62	66	14	82	142	–	–	–
Manufacturing	1,579	40.0	601.00	603.00	553.50– 653.00	–	–	–	–	53	104	192	285	234	429	215	27	15	1	24	–	–	–	–	–	–
Registered industrial nurses	180	40.0	583.00	595.50	545.50– 643.00	–	–	–	–	13	22	8	39	41	33	17	6	1	–	–	–	–	–	–	–
Manufacturing	150	40.0	580.00	598.50	535.50– 631.00	–	–	–	–	13	22	6	24	39	28	11	6	1	–	–	–	–	–	–	–

* Workers were distributed as follows: 26 at $1,180 to $1,260; 14 at $1,260 to $1,340; and 2 at $1,340 to $1,420.
* * Workers were distributed as follows: 24 at $220 to $260; and 43 at $260 to $300.
All workers were at $260 to $300.
Also see footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Los Angeles-Long Beach, CA, October 1988

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5]) Weekly hours[1] (standard)	Average (mean[5]) Weekly earnings (in dollars)[2]
Office occupations - men			
Key entry operators			
Manufacturing	144	40.0	344.00
Accounting clerks			
Accounting clerks II			
Manufacturing	179	39.5	331.00
Payroll clerks	240	39.0	460.50
Nonmanufacturing	212	39.0	460.00
File clerks	277	38.5	278.50
Nonmanufacturing	244	38.0	280.50
Messengers	335	39.5	342.00
Nonmanufacturing	268	39.5	345.50
Order clerks	859	40.0	410.00
Nonmanufacturing	787	40.0	418.50
Office occupations - women			
Secretaries	20,563	39.5	491.50
Manufacturing	9,501	39.5	487.50
Nonmanufacturing	11,062	39.0	495.00
Transportation and utilities	902	39.0	521.00
Secretaries I	1,785	39.0	386.50
Manufacturing	555	40.0	407.50
Secretaries II	6,106	39.5	452.50
Manufacturing	3,400	39.5	445.00
Nonmanufacturing	2,706	39.0	462.50
Transportation and utilities	232	39.0	461.50
Secretaries III	6,785	39.5	501.50
Manufacturing	3,358	39.5	495.50
Nonmanufacturing	3,427	39.5	507.50
Transportation and utilities	432	38.5	522.00
Secretaries IV	4,233	39.5	542.00
Manufacturing	1,745	39.5	548.50
Nonmanufacturing	2,488	39.5	537.00
Transportation and utilities	158	39.0	590.50
Secretaries V	1,406	39.5	618.00
Manufacturing	443	39.5	608.50
Typists	894	39.5	348.50
Manufacturing	479	40.0	369.50
Nonmanufacturing	415	38.5	323.50
Typists I	679	39.5	347.50
Nonmanufacturing	311	38.5	312.00
Typists II	215	39.5	351.00
Word processors	2,505	39.0	418.50
Manufacturing	643	40.0	446.50
Nonmanufacturing	1,862	39.0	408.50
Transportation and utilities	113	39.0	482.50
Word processors I	1,132	39.0	382.00
Manufacturing	148	39.0	395.00
Nonmanufacturing	984	38.5	380.50
Word processors II	1,335	39.5	449.50
Manufacturing	495	40.0	462.00
Nonmanufacturing	840	39.0	442.50
Key entry operators	5,287	39.5	324.50
Manufacturing	1,141	40.0	339.00
Nonmanufacturing	4,146	39.5	320.50
Key entry operators I	3,263	40.0	301.00
Manufacturing	663	40.0	297.50
Nonmanufacturing	2,600	39.5	302.00
Key entry operators II	2,006	39.5	363.00
Manufacturing	478	40.0	396.00
Accounting clerks	13,485	39.5	377.00
Manufacturing	3,706	39.5	382.00
Nonmanufacturing	9,779	39.5	375.00
Accounting clerks I	1,016	39.5	270.50
Manufacturing	345	40.0	291.00
Nonmanufacturing	671	39.0	259.50
Accounting clerks II	6,666	39.5	350.50
Manufacturing	1,802	39.5	352.50
Nonmanufacturing	4,864	39.5	349.50
Accounting clerks III	4,606	39.5	418.50
Manufacturing	959	39.5	424.00
Nonmanufacturing	3,647	39.5	417.00
Transportation and utilities	265	39.5	493.50
Accounting clerks IV	1,031	39.5	461.00
Manufacturing	552	39.5	464.00
Payroll clerks	1,582	39.5	393.50
Manufacturing	474	40.0	394.00
Nonmanufacturing	1,108	39.5	393.50
Transportation and utilities	95	39.5	539.00
File clerks	1,273	39.0	285.00
Manufacturing	215	40.0	312.50
Nonmanufacturing	1,058	39.0	279.50
File clerks I	896	39.0	261.50
Manufacturing	144	40.0	297.00
Nonmanufacturing	752	38.5	255.00
File clerks II	252	40.0	315.50
Nonmanufacturing	187	40.0	310.50
Messengers	159	38.5	290.00
Nonmanufacturing	117	38.0	283.00
Order clerks	2,541	39.5	346.00
Manufacturing	1,282	40.0	350.00
Nonmanufacturing	1,259	39.0	341.50
Order clerks I	1,780	39.5	311.50
Manufacturing	810	40.0	312.50
Nonmanufacturing	970	38.5	310.50
Order clerks II	761	40.0	426.00
Manufacturing	472	40.0	414.50
Receptionists	858	39.5	349.50
Manufacturing	178	39.5	369.50
Nonmanufacturing	680	39.0	344.50
Switchboard operators	1,426	39.0	294.50
Manufacturing	189	39.5	391.50
Nonmanufacturing	1,237	39.0	279.50
Switchboard operator-receptionists	2,793	39.5	307.50
Manufacturing	862	40.0	302.50
Nonmanufacturing	1,931	39.0	309.50
Transportation and utilities	56	39.5	353.00
Professional and technical occupations - men			
Computer systems analysts	3,780	39.5	822.00
Manufacturing	1,293	40.0	802.50
Nonmanufacturing	2,487	39.5	832.00
Transportation and utilities	312	40.0	890.50
Computer systems analysts I	426	40.0	618.50
Manufacturing	252	40.0	610.00
Nonmanufacturing	174	40.0	630.50
Computer systems analysts II	1,598	39.5	766.00
Manufacturing	502	40.0	767.50
Nonmanufacturing	1,096	39.5	765.50
Computer systems analysts III	1,502	39.5	901.50
Manufacturing	435	40.0	896.00
Nonmanufacturing	1,067	39.5	904.00
Computer programmers	1,825	39.5	636.50
Manufacturing	413	40.0	667.50
Nonmanufacturing	1,412	39.5	627.50
Computer programmers I	216	39.0	484.00
Computer programmers II	510	39.5	567.50
Manufacturing	137	40.0	602.50
Nonmanufacturing	373	39.5	554.50
Computer programmers III	861	39.5	661.00
Manufacturing	160	40.0	713.50
Nonmanufacturing	701	39.5	649.00
Computer programmers IV	238	39.5	836.00
Computer operators			

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Los Angeles-Long Beach, CA, October 1988 —Continued

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Computer operators II:			
Manufacturing	277	40.0	429.50
Computer operators III	777	39.5	481.50
Nonmanufacturing	545	39.5	475.00
Computer data librarians	122	39.0	354.00
Nonmanufacturing	117	39.0	347.50
Drafters	1,223	40.0	508.00
Manufacturing	894	40.0	485.00
Drafters IV	425	40.0	541.50
Manufacturing	358	40.0	530.00
Electronics technicians:			
Electronics technicians III	2,369	40.0	670.50
Manufacturing	1,241	40.0	607.00
Professional and technical occupations - women			
Computer systems analysts	2,078	40.0	774.00
Manufacturing	748	39.5	726.50
Nonmanufacturing	1,330	40.0	799.50
Computer systems analysts I	383	39.5	610.00
Computer systems analysts II	1,026	40.0	747.50
Manufacturing	334	39.5	721.50
Computer systems analysts III	588	40.0	892.00
Nonmanufacturing	447	40.0	901.00
Computer programmers	1,276	39.5	614.50
Manufacturing	354	40.0	609.50
Nonmanufacturing	922	39.5	616.50
Computer programmers II	321	39.5	564.50
Nonmanufacturing	198	39.0	553.00
Computer programmers III	616	39.5	659.00
Manufacturing	129	40.0	652.50
Nonmanufacturing	487	39.5	661.00
Computer data librarians	90	39.5	394.50
Registered industrial nurses	186	40.0	580.50
Manufacturing	140	40.0	576.50

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[1]	Median[1]	Middle range[2]	Under 7.50	7.50 and under 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 and over
Maintenance carpenters	432	15.21	15.83	14.25–16.10	–	–	–	–	–	–	14	–	–	9	6	39	–	15	49	9	20	140	86	33	4	–	8
Manufacturing	279	15.06	15.83	14.26–15.95	–	–	–	–	–	–	14	–	–	9	–	11	–	15	29	4	19	122	52	–	4	–	–
Maintenance electricians	1,794	15.64	15.94	14.22–16.90	–	–	–	–	–	–	8	33	24	23	45	104	53	43	213	106	19	314	492	198	24	20	75
Manufacturing	1,377	15.70	16.02	14.00–16.99	–	–	–	–	–	–	8	33	24	14	41	102	32	43	138	52	6	146	492	148	24	20	54
Nonmanufacturing	417	15.47	15.77	14.22–15.77	–	–	–	–	–	–	–	–	–	9	4	2	21	–	75	54	13	168	–	50	–	–	21
Maintenance painters	521	15.28	15.17	15.11–15.66	–	–	–	–	–	–	–	1	1	1	10	3	8	48	20	27	266	17	84	9	26	–	–
Manufacturing	215	15.17	15.29	14.32–15.66	–	–	–	–	–	–	–	1	1	1	10	3	8	12	20	15	86	17	26	–	15	–	–
Maintenance machinists	527	16.60	17.33	14.00–18.83	–	–	–	–	–	–	–	–	–	–	33	56	–	–	128	8	1	2	3	36	195	18	47
Manufacturing	524	16.60	17.22	14.00–18.83	–	–	–	–	–	–	–	–	–	–	33	56	–	–	128	8	1	1	3	34	195	18	47
Maintenance mechanics (machinery)	3,030	14.36	13.93	13.50–15.62	–	–	–	–	–	–	–	–	1	232	12	426	244	634	227	66	117	726	220	20	56	49	–
Manufacturing	2,713	14.36	13.93	13.50–15.62	–	–	–	–	–	–	–	–	1	232	5	397	204	570	131	59	99	726	182	2	56	49	–
Nonmanufacturing	317	14.35	14.20	13.90–14.50	–	–	–	–	–	–	–	–	–	–	7	29	40	64	96	7	18	–	38	18	–	–	–
Motor vehicle mechanics	2,980	15.95	16.00	14.39–18.28	–	–	–	–	–	8	23	47	66	54	65	165	135	122	163	132	289	194	449	109	731	130	98
Manufacturing	596	16.93	15.90	15.26–19.00	–	–	–	–	–	–	–	–	–	–	22	2	26	–	67	2	151	46	24	–	90	68	* 98
Nonmanufacturing	2,384	15.70	16.00	13.76–18.28	–	–	–	–	–	8	23	47	66	54	43	163	109	122	96	130	138	148	425	109	641	62	–
Transportation and utilities	1,496	16.28	17.01	13.86–18.28	–	–	–	–	–	8	23	29	36	30	24	23	90	113	18	94	19	3	180	105	641	60	–
General maintenance workers	1,992	9.66	9.51	8.03–11.45	* * 348	100	157	206	146	148	83	149	188	108	113	97	52	51	37	20	9	–	–	–	–	–	–
Manufacturing	786	9.90	9.82	8.74–11.50	80	30	25	80	91	100	68	18	94	46	64	48	32	10	–	–	–	–	–	–	–	–	–
Nonmanufacturing	1,206	9.51	9.13	7.56–11.18	268	70	132	126	55	48	15	131	74	62	49	49	20	41	37	20	9	–	–	–	–	–	–
Transportation and utilities	79	10.44	8.41	7.50–14.29	–	30	15	–	2	–	–	–	1	–	–	–	–	–	30	–	1	–	–	–	–	–	–
Maintenance trades helpers	628	10.39	11.13	7.51–12.79	# 93	73	3	61	14	14	6	24	44	42	29	163	20	38	4	–	–	–	–	–	–	–	–
Manufacturing	298	9.76	9.93	7.24–11.82	84	9	3	28	13	14	4	21	17	42	7	9	9	34	4	–	–	–	–	–	–	–	–
Machine-tool operators (toolroom)	548	14.66	15.03	13.65–15.90	–	–	–	–	–	–	16	15	10	14	13	19	25	74	38	16	93	92	77	44	–	–	–
Manufacturing	548	14.66	15.03	13.65–15.90	–	–	–	–	–	–	16	15	10	14	13	19	25	74	38	16	93	92	77	44	–	–	–
Tool and die makers	1,540	16.24	16.49	15.50–17.01	–	–	–	–	–	–	–	–	–	–	32	1	59	58	26	105	98	143	522	427	5	–	64
Manufacturing	1,540	16.24	16.49	15.50–17.01	–	–	–	–	–	–	–	–	–	–	32	1	59	58	26	105	98	143	522	427	5	–	64
Stationary engineers	672	17.99	18.63	16.32–19.19	–	–	–	–	–	–	–	–	–	–	–	–	–	11	13	3	11	30	151	40	109	276	25
Manufacturing	264	16.91	16.32	15.96–19.19	–	–	–	–	–	–	–	–	–	–	–	–	–	11	13	3	11	30	102	18	–	76	–

* Workers were distributed as follows: 2 at $20.00 to $21.00; and 96 at $21.00 to $22.00.

* * Workers were distributed as follows: 53 under $5.50; 63 at $5.50 to $6.00; 92 at $6.00 to $6.50; 93 at $6.50 to $7.00; and 47 at $7.00 to $7.50.

Workers were distributed as follows: 9 at $4.50 to $5.00; 32 at $5.50 to $6.00; 42 at $6.00 to $6.50; and 10 at $7.00 to $7.50.

Also see footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[2]	Median[2]	Middle range[2]	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00
Truckdrivers	25,148	12.64	12.74	11.00–14.72	6	–	43	244	520	548	763	503	351	668	285	383	718	1121	1632	1107	4136	1899	3981	3339	2665	234	–
Manufacturing	5,250	13.15	13.52	11.52–15.46	6	–	40	114	68	37	77	46	84	77	62	64	376	107	104	147	710	589	719	1350	226	233	–
Nonmanufacturing	19,898	12.50	12.50	10.96–14.43	–	–	3	130	452	511	686	455	257	591	223	319	342	1014	1528	960	3426	1310	3262	1989	2439	1	–
Transportation and utilities	6,868	14.43	15.34	12.47–16.38	–	–	–	–	–	–	–	–	–	168	7	177	–	644	160	8	1047	367	38	1864	2398	–	–
Truckdrivers, light truck	2,423	7.59	7.00	6.99– 7.51	6	–	40	117	472	533	423	286	34	190	15	30	14	47	55	53	35	28	29	18	–	–	–
Manufacturing	600	9.07	8.50	6.25–11.49	6	–	40	50	68	22	30	–	34	69	15	30	14	39	36	53	26	25	29	18	–	–	–
Truckdrivers, medium truck	8,777	12.76	12.32	11.45–15.22	–	–	–	95	42	15	335	201	225	142	226	129	258	128	1167	504	1434	989	96	679	[illegible]	–	–
Manufacturing	1,043	11.71	12.50	10.15–13.42	–	–	–	32	–	15	42	32	40	–	46	30	48	68	47	84	124	291	61	–	25	–	–
Nonmanufacturing	7,734	12.90	12.32	11.45–16.38	–	–	–	63	42	–	293	169	185	142	180	99	210	60	1120	520	1310	698	35	632	1973	–	–
Transportation and utilities	3,120	15.66	16.38	15.22–16.83	–	–	–	–	–	–	–	–	–	–	–	–	–	–	41	–	333	147	35	632	[illegible]	–	–
Truckdrivers, heavy truck	2,996	13.75	15.34	12.38–15.46	–	–	–	32	–	–	–	–	–	292	–	–	22	148	92	7	624	101	105	1179	201	193	–
Nonmanufacturing	1,158	11.45	12.36	8.90–12.44	–	–	–	–	–	–	–	–	–	292	–	–	–	148	74	–	467	81	3	93	–	–	–
Transportation and utilities	320	11.35	8.50	8.50–15.17	–	–	–	–	–	–	–	–	–	168	–	–	–	–	–	–	–	56	3	93	–	–	–
Truckdrivers, tractor-trailer	8,689	13.24	14.00	12.13–14.43	–	–	–	–	–	–	–	1	67	39	44	164	329	721	317	421	1579	283	3739	442	466	40	–
Manufacturing	1,603	13.24	13.52	12.62–14.70	–	–	–	–	–	–	–	1	15	–	1	3	292	3	2	3	283	252	525	83	–	40	–
Nonmanufacturing	7,086	13.23	14.00	11.75–14.35	–	–	–	–	–	–	–	–	72	39	43	161	37	718	315	418	1196	31	3214	359	466	–	–
Transportation and utilities	1,985	12.90	12.47	10.75–15.34	–	–	–	–	–	–	–	–	–	–	7	177	–	644	119	8	323	6	–	235	466	–	–
Shippers	794	8.69	9.10	7.40– 9.94	–	–	133	–	24	5	42	110	15	14	74	232	19	1	6	1	42	15	12	9	–	–	–
Manufacturing	389	9.31	9.10	7.50–10.30	–	–	–	–	24	5	33	101	15	14	72	23	19	1	3	1	42	15	12	9	–	–	–
Receivers	1,032	9.50	9.94	7.75–10.85	–	–	24	78	25	47	59	58	67	66	78	225	18	38	42	25	119	21	10	26	–	8	–
Manufacturing	327	10.42	10.85	8.93–12.39	–	–	5	–	–	7	4	9	25	60	16	14	18	19	38	24	53	–	5	–	–	–	–
Nonmanufacturing	705	9.07	9.48	7.00– 9.94	–	–	19	78	25	40	55	49	42	6	62	211	–	17	4	1	36	21	5	26	–	8	–
Shippers and receivers	1,095	10.08	9.06	7.65–13.25	–	–	–	36	38	131	67	73	124	56	72	51	5	13	26	80	38	88	210	–	–	–	–
Manufacturing	643	10.21	9.00	7.00–14.20	–	–	–	36	38	57	47	55	69	19	32	–	2	–	10	32	17	27	202	–	–	–	–
Nonmanufacturing	423	9.80	9.06	8.00–11.75	–	–	–	–	–	74	–	18	55	37	40	31	3	13	16	48	19	61	8	–	–	–	–
Warehousemen	8,444	9.63	9.32	7.13–12.37	120	250	282	273	326	558	713	722	344	442	209	596	337	233	119	699	645	875	461	14	56	–	–
Manufacturing	3,234	9.87	10.13	7.26–11.96	–	14	108	14	118	217	368	265	161	107	75	96	151	125	41	620	434	111	189	–	–	–	–
Nonmanufacturing	5,210	9.48	8.90	6.92–12.66	120	236	174	259	208	341	325	457	183	335	134	470	186	108	78	79	411	764	272	14	56	–	–
Order fillers	6,786	11.64	12.60	9.94–13.72	–	236	386	–	–	77	94	30	62	486	40	706	3	3	–	224	1632	1619	1208	–	–	–	–
Shipping packers	1,292	7.72	6.70	5.50– 9.09	74	52	163	145	42	195	22	–	17	105	242	9	4	2	–	186	34	–	–	–	–	–	–
Manufacturing	678	6.72	6.70	5.50– 6.70	72	16	50	144	39	195	22	–	17	43	25	9	4	2	–	6	34	–	–	–	–	–	–
Material handling laborers	1,985	9.84	10.12	6.70–12.98	8	66	102	200	61	296	121	19	10	75	11	18	63	194	9	9	207	93	25	373	5	–	–
Manufacturing	880	9.85	9.70	6.70–10.91	2	–	4	176	6	259	2	2	1	–	–	15	60	145	5	1	125	34	13	1	5	–	–
Nonmanufacturing	1,105	10.63	10.60	6.92–15.29	6	66	98	24	55	37	119	17	9	75	11	3	3	49	–	8	82	59	12	372	–	–	–
Transportation and utilities	530	14.15	15.29	12.93–15.29	–	–	–	–	–	–	8	5	6	10	2	3	3	9	–	8	82	10	12	372	–	–	–
Forklift operators	6,171	11.64	11.83	10.35–13.79	–	5	35	74	191	231	23	71	131	411	23	160	333	8	882	932	940	254	888	452	27	–	–
Manufacturing	1,706	9.58	8.92	7.25–11.30	–	5	35	74	65	231	23	34	102	320	6	34	2	8	533	2	112	33	60	–	27	–	–
Nonmanufacturing	4,465	12.40	12.60	11.54–14.41	–	–	–	–	126	–	–	37	29	91	17	126	331	–	349	930	828	221	828	452	–	–	–
Guards	16,704	6.27	5.30	4.90– 6.80	2007	3730	3056	1349	1735	908	683	291	658	579	137	180	90	70	156	182	156	540	198	–	–	–	–
Manufacturing	2,233	10.54	10.35	8.50–13.56	60	–	19	18	31	49	49	18	282	333	104	91	72	59	60	147	150	473	198	–	–	–	–
Nonmanufacturing	14,471	5.61	5.15	4.75– 6.10	1947	3730	3037	1331	1704	859	634	273	376	246	33	89	18	11	76	35	5	67	–	–	–	–	–
Guards I	13,233	5.89	5.15	4.75– 6.25	1846	3156	2669	1193	1306	681	497	262	426	429	68	114	27	20	95	70	51	107	198	–	–	–	–
Manufacturing	1,013	10.16	9.08	8.26–13.60	60	–	16	13	24	35	40	13	66	211	52	36	20	20	23	35	46	107	198	–	–	–	–
Nonmanufacturing	12,220	5.54	5.05	4.75– 6.00	1786	3156	2673	1180	1282	646	457	249	360	218	16	78	7	–	72	35	5	–	–	–	–	–	–

See footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[2]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[3]	Median[3]	Middle range[3]	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00
Guards II	1,721	9.98	9.68	8.00–13.08	–	–	3	16	233	52	74	8	232	143	69	66	63	50	61	112	104	433	2	–	–	–	–
Janitors, porters, and cleaners	16,491	5.85	4.75	4.25– 6.15	5927	2687	2113	1287	778	482	212	421	385	327	273	198	209	101	93	113	329	200	250	106	–	–	–
Manufacturing	3,184	8.19	6.83	5.25–11.12	46	149	836	288	127	221	28	96	80	104	89	112	148	22	87	91	311	199	150	–	–	–	–
Nonmanufacturing	13,307	5.29	4.50	4.25– 5.60	5881	2538	1277	999	651	261	184	325	305	223	184	86	61	79	6	22	18	1	100	106	–	–	–
Transportation and utilities	349	11.23	11.69	7.56–15.61	–	32	–	7	2	15	2	36	16	5	8	8	28	12	3	22	18	1	28	106	–	–	–

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Los Angeles-Long Beach, CA, October 1988

Sex,[1] occupation, and industry division	Number of workers	Average (mean[3]) hourly earnings (in dollars)[2]
Maintenance, toolroom, and powerplant occupations – men		
Maintenance carpenters	432	15.21
Manufacturing	279	15.06
Maintenance electricians	1,784	15.63
Manufacturing	1,367	15.68
Nonmanufacturing	417	15.47
Maintenance painters	494	15.22
Manufacturing	214	15.18
Maintenance machinists	526	16.60
Manufacturing	523	16.60
Maintenance mechanics (machinery)	3,029	14.36
Manufacturing	2,712	14.36
Nonmanufacturing	317	14.35
Motor vehicle mechanics	2,861	15.86
Manufacturing	596	16.93
Nonmanufacturing	2,265	15.58
Transportation and utilities	1,387	16.14
General maintenance workers	1,913	9.60
Manufacturing	773	9.92
Nonmanufacturing	1,140	9.39
Transportation and utilities	70	9.94
Maintenance trades helpers	610	10.41
Manufacturing	283	9.79
Machine-tool operators (toolroom)	541	14.65
Manufacturing	541	14.65
Tool and die makers	1,537	16.24
Manufacturing	1,537	16.24
Stationary engineers	659	17.98
Manufacturing	261	16.91
Material movement and custodial occupations – men		
Truckdrivers	22,889	12.35
Manufacturing	4,316	12.77
Nonmanufacturing	18,573	12.25
Truckdrivers, light truck	2,353	7.44
Manufacturing	539	8.69
Truckdrivers, medium truck	7,695	12.33
Manufacturing	1,011	11.64
Nonmanufacturing	6,684	12.44
Truckdrivers, heavy truck	1,155	11.44
Nonmanufacturing	320	11.35
Transportation and utilities	8,300	13.11
Truckdrivers, tractor-trailer	1,475	13.19
Manufacturing	6,825	13.10
Nonmanufacturing	1,725	12.31
Transportation and utilities	670	8.65
Shippers	310	9.41
Manufacturing	948	9.41
Receivers	249	10.41
Manufacturing	697	9.06
Nonmanufacturing	916	9.96
Shippers and receivers	541	10.18
Manufacturing	7,236	9.54
Warehousemen	2,518	9.63
Manufacturing	4,718	9.49
Nonmanufacturing	1,126	7.77
Shipping packers	514	6.50
Manufacturing	1,861	9.76
Material handling laborers	821	8.78
Manufacturing	1,040	10.54
Nonmanufacturing	497	14.09
Transportation and utilities	6,107	11.68
Forklift operators	1,642	9.62
Manufacturing	4,465	12.43
Nonmanufacturing	1,930	10.54
Guards	910	10.05
Manufacturing	1,370	10.07
Guards I	2,513	7.91
Manufacturing	267	10.80
Guards II		
Manufacturing		
Janitors, porters, and cleaners		
Manufacturing		
Nonmanufacturing		
Transportation and utilities		
Material movement and custodial occupations – women		
Warehousemen	1,094	9.83
Manufacturing	716	10.68
Guards	303	10.54
Manufacturing		

See footnotes at end of tables.

Table A-7. Indexes of earnings and percent increases for selected occupational groups, Los Angeles-Long Beach, CA, selected periods

Period[1]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (October 1977 = 100):														
October 1987	199.5	206.0	210.5	191.9	161.8	196.2	204.2	211.9	195.5	(*)	201.3	207.5	(*)	156.0
October 1988	206.7	211.6	218.7	194.0	167.9	204.2	213.2	220.8	197.5	(*)	207.9	211.4	(*)	162.6
Percent increases:														
October 1973 to October 1974	7.0	7.2	9.3	7.9	5.6	6.7	7.5	9.5	8.1	7.4	7.2	7.1	8.5	4.8
October 1974 to October 1975	8.6	8.2	9.2	8.2	6.4	9.7	10.0	9.3	8.5	7.2	8.6	7.1	8.8	6.0
October 1975 to October 1976	7.3	7.0	7.8	7.4	12.4	7.7	6.4	8.0	7.1	7.8	7.2	7.4	7.3	14.4
October 1976 to October 1977	7.4	6.6	7.4	8.8	6.7	7.2	6.3	7.5	8.6	5.7	7.5	6.8	7.0	7.1
October 1977 to October 1978	7.8	9.6	9.6	8.1	8.2	6.9	8.8	9.1	8.2	7.1	8.4	10.4	11.0	8.7
October 1978 to October 1979	9.8	8.6	8.4	9.7	11.7	9.7	8.4	8.7	10.5	8.5	10.0	8.7	7.7	12.9
October 1979 to October 1980	9.0	9.9	12.1	12.0	9.8	9.6	9.4	12.3	11.8	13.0	8.7	10.3	11.6	8.6
October 1980 to October 1981	11.1	13.1	12.8	10.2	9.9	11.1	14.0	12.4	11.5	9.9	11.1	12.6	13.9	9.9
October 1981 to October 1982	8.2	7.4	10.4	7.8	5.1	8.3	8.3	9.7	8.6	8.4	8.1	6.9	12.9	4.0
October 1982 to October 1983	6.5	5.7	6.0	6.3	4.3	5.0	5.1	6.9	5.2	3.6	7.1	6.1	(*)	4.4
October 1983 to October 1984	5.7	4.7	4.7	5.6	1.4	6.0	3.4	5.7	5.7	3.4	5.6	5.4	(*)	.8
October 1984 to October 1985	4.5	5.5	6.1	3.3	-1.0	4.4	5.5	4.7	3.3	(*)	4.5	5.5	(*)	-2.1
October 1985 to October 1986	4.9	5.3	5.2	2.6	-1.2	5.4	6.4	5.7	2.6	(*)	4.5	4.4	(*)	-2.6
October 1986 to October 1987	4.2	5.5	2.5	2.3	2.1	3.5	5.1	3.2	2.5	2.5	4.7	5.7	(*)	2.0
October 1987 to October 1988	3.6	2.7	3.9	1.1	3.8	4.1	4.4	4.2	1.0	2.8	3.3	1.9	(*)	4.2

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Los Angeles-Long Beach, CA, October 1988

Occupation for which earnings are compared	Occupation for which average earnings equal 100																								
	Secretaries					Typists		Word processors		Key entry operators		Accounting clerks				Payroll clerks	File clerks			Messengers	Order clerks		Receptionists	Switchboard operators	Switchboard operator-receptionists
	I	II	III	IV	V	I	II	I	II	I	II	I	II	III	IV		I	II	III		I	II			
Secretaries I	**100**	85	77	69	61	118	(*)	105	87	112	99	(*)	105	95	82	96	117	109	(*)	144	(*)	(*)	112	118	110
Secretaries II	118	**100**	87	80	69	130	97	114	102	122	105	123	115	104	95	104	161	123	110	141	127	94	120	107	134
Secretaries III	129	115	**100**	87	76	138	(*)	128	111	138	120	133	132	117	105	114	166	138	130	153	152	120	132	129	151
Secretaries IV	145	126	115	**100**	85	147	115	153	123	142	133	141	137	123	110	119	171	129	(*)	177	144	104	140	136	165
Secretaries V	164	146	132	117	**100**	156	138	169	148	157	158	158	151	136	121	134	203	(*)	144	191	163	115	158	168	181
Typists I	85	77	72	68	64	**100**	(*)	(*)	78	93	76	86	89	80	70	79	(*)	99	(*)	111	(*)	77	102	83	95
Typists II	(*)	103	(*)	87	72	(*)	**100**	(*)	(*)	99	(*)	108	95	98	80	86	133	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Word processors I	95	87	78	65	59	(*)	(*)	**100**	84	113	95	104	107	96	84	99	132	117	(*)	126	(*)	(*)	108	113	106
Word processors II	115	98	90	81	67	129	(*)	119	**100**	116	111	116	118	103	89	97	134	128	106	141	(*)	88	128	121	129
Key entry operators I	89	82	72	70	64	108	101	88	86	**100**	84	108	89	81	78	84	119	107	(*)	117	89	74	102	100	95
Key entry operators II	101	95	83	75	63	132	(*)	105	90	120	**100**	137	110	95	84	97	137	114	101	136	116	89	121	110	108
Accounting clerks I	(*)	81	75	71	63	116	93	97	87	93	73	**100**	87	76	(*)	82	124	(*)	(*)	113	90	(*)	109	95	86
Accounting clerks II	96	87	76	73	66	113	105	94	85	113	91	115	**100**	85	81	90	134	110	(*)	126	111	91	99	97	111
Accounting clerks III	106	96	86	81	74	126	102	104	97	123	105	132	118	**100**	88	102	136	117	104	143	134	93	117	108	122
Accounting clerks IV	121	106	95	91	82	142	125	120	112	127	119	(*)	123	113	**100**	106	152	143	108	152	(*)	(*)	130	114	128
Payroll clerks	105	96	88	84	75	127	117	101	103	119	103	122	111	98	94	**100**	138	113	92	149	119	99	118	121	120
File clerks I	85	62	60	58	49	(*)	75	76	75	84	73	81	75	73	66	72	**100**	(*)	(*)	103	76	(*)	87	90	82
File clerks II	91	81	72	78	(*)	101	(*)	86	78	93	87	(*)	91	85	70	89	(*)	**100**	82	125	(*)	(*)	104	90	99
File clerks III	(*)	91	77	(*)	70	(*)	(*)	(*)	94	(*)	99	(*)	(*)	96	93	109	(*)	121	**100**	137	(*)	(*)	(*)	(*)	105
Messengers	70	71	65	56	52	90	(*)	80	71	85	73	89	80	70	66	67	97	80	73	**100**	86	(*)	87	83	86
Order clerks I	(*)	78	66	70	61	(*)	(*)	(*)	(*)	113	86	112	90	75	(*)	84	131	(*)	(*)	116	**100**	77	108	(*)	102
Order clerks II	(*)	106	83	96	87	129	(*)	(*)	114	135	113	(*)	110	107	(*)	101	(*)	(*)	(*)	(*)	130	**100**	(*)	(*)	124
Receptionists	89	84	76	71	63	98	(*)	93	78	98	83	91	101	85	77	84	115	96	(*)	116	93	(*)	**100**	96	90
Switchboard operators	84	93	77	73	60	120	(*)	89	83	100	91	105	103	93	88	83	111	111	(*)	121	(*)	(*)	104	**100**	92
Switchboard operator-receptionists	91	75	66	61	55	106	(*)	94	77	105	93	116	90	82	78	83	123	101	95	117	98	81	112	109	**100**

NOTE. This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 118 in the Secretaries I column indicates that Secretaries II average 118 percent of (or 18 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

Table A-9. Pay relationships in establishments with paired professional and technical occupations, Los Angeles-Long Beach, CA, October 1988

Occupation for which earnings are compared	Occupation for which average earnings equal 100																		
	Computer systems analysts				Computer programmers			Computer operators			Computer data librarians	Drafters			Electronics technicians			Registered industrial nurses
	I	II	III	IV	II	III	IV	II	III	IV		II	III	IV	I	II	III	
Computer systems analysts I	**100**	84	71	58	117	100	82	156	134	116	175	171	131	(*)	(*)	116	167	105
Computer systems analysts II	120	**100**	84	69	147	121	105	192	161	143	221	198	156	140	(*)	135	114	125
Computer systems analysts III	142	118	**100**	84	169	141	117	217	188	167	253	245	187	151	203	160	130	147
Computer systems analysts IV	172	146	119	**100**	193	165	133	250	221	192	205	314	218	174	(*)	207	162	175
Computer programmers II	85	68	59	52	**100**	82	75	131	112	97	163	156	126	104	133	110	94	98
Computer programmers III	100	83	71	61	121	**100**	88	158	136	122	194	202	(*)	122	(*)	(*)	104	110
Computer programmers IV	122	95	86	75	133	114	**100**	169	147	125	182	(*)	(*)	(*)	(*)	168	(*)	130
Computer operators II	64	52	46	40	76	63	59	**100**	84	74	108	111	93	81	100	187	70	75
Computer operators III	75	62	53	45	89	74	68	119	**100**	87	129	126	109	93	110	212	81	84
Computer operators IV	86	70	60	52	103	82	80	135	115	**100**	130	139	117	(*)	125	105	96	96
Computer data librarians	57	45	40	49	61	52	55	92	77	77	**100**	118	(*)	(*)	(*)	(*)	64	77
Drafters II	59	51	41	32	64	49	(*)	90	80	72	84	**100**	83	67	84	71	62	71
Drafters III	76	64	53	46	79	(*)	(*)	108	92	86	(*)	120	**100**	84	95	85	75	74
Drafters IV	(*)	71	66	57	96	82	(*)	124	108	(*)	(*)	149	119	**100**	(*)	105	91	96
Electronics technicians I	(*)	(*)	49	(*)	75	(*)	(*)	100	91	80	(*)	119	106	(*)	**100**	(*)	70	(*)
Electronics technicians II	86	74	62	48	91	(*)	59	53	47	95	(*)	140	118	95	(*)	**100**	85	88
Electronics technicians III	60	88	77	62	107	96	(*)	143	123	104	156	162	134	110	143	117	**100**	111
Registered industrial nurses	95	80	68	57	102	91	77	134	119	104	130	141	135	104	(*)	114	90	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Los Angeles-Long Beach, CA, October 1988

Occupation for which earnings are compared	Occupation for which average earnings equal 100										
	Carpenters	Electricians	Painters	Machinists	Maintenance mechanics (machinery)	Motor vehicle mechanics	Maintenance workers (general)	Trades helpers	Machine-tool operators (toolroom)	Tool and die makers	Stationary engineers
Maintenance carpenters	**100**	93	104	93	96	100	133	139	94	91	97
Maintenance electricians	107	**100**	109	102	102	106	135	154	103	95	102
Maintenance painters	96	92	**100**	94	95	98	132	130	92	91	93
Maintenance machinists	108	98	107	**100**	103	107	(*)	(*)	103	99	98
Maintenance mechanics (machinery)	104	98	105	97	**100**	97	139	140	100	96	98
Motor vehicle mechanics	100	94	102	93	103	**100**	118	131	96	94	92
General maintenance workers	75	74	76	(*)	72	85	**100**	130	68	67	(*)
Maintenance trades helpers	72	65	77	(*)	72	76	77	**100**	(*)	63	72
Machine-tool operators (toolroom)	107	97	109	97	100	104	148	(*)	**100**	91	(*)
Tool and die makers	110	105	110	101	105	107	150	159	110	**100**	105
Stationary engineers	103	98	108	102	102	108	(*)	139	(*)	96	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Los Angeles-Long Beach, CA, October 1988

Occupation for which earnings are compared	Occupation for which average earnings equal 100														
	Truckdrivers				Shippers	Receivers	Shippers and receivers	Warehouse-men	Order fillers	Shipping packers	Material handling laborers	Forklift operators	Guards		Janitors, porters, and cleaners
	Light truck	Medium truck	Heavy truck	Tractor-trailer									I	II	
Truckdrivers, light truck	**100**	88	(*)	(*)	115	(*)	96	108	103	(*)	(*)	106	130	(*)	108
Truckdrivers, medium truck	113	**100**	95	98	113	123	98	117	(*)	136	107	103	(*)	112	133
Truckdrivers, heavy truck	(*)	105	**100**	104	(*)	(*)	(*)	120	(*)	121	109	109	128	(*)	159
Truckdrivers, tractor-trailer	(*)	103	96	**100**	(*)	134	(*)	109	109	(*)	116	107	(*)	118	132
Shippers	87	89	(*)	(*)	**100**	94	(*)	109	(*)	(*)	(*)	93	(*)	(*)	121
Receivers	(*)	82	(*)	75	107	**100**	(*)	103	116	111	140	100	135	(*)	118
Shippers and receivers	104	102	(*)	(*)	(*)	(*)	**100**	105	(*)	195	(*)	106	(*)	(*)	131
Warehousemen	93	85	83	92	92	97	95	**100**	98	120	115	97	115	94	122
Order fillers	97	(*)	(*)	92	(*)	86	(*)	102	**100**	(*)	102	97	(*)	(*)	123
Shipping packers	(*)	74	83	(*)	(*)	90	51	83	(*)	**100**	108	95	76	88	105
Material handling laborers	(*)	94	92	86	(*)	72	(*)	87	98	93	**100**	87	110	(*)	113
Forklift operators	94	97	91	93	108	100	94	103	104	105	115	**100**	120	96	121
Guards I	77	(*)	78	(*)	(*)	74	(*)	87	(*)	132	91	83	**100**	90	108
Guards II	(*)	89	(*)	84	(*)	(*)	(*)	107	(*)	114	(*)	105	111	**100**	120
Janitors, porters, and cleaners	93	75	63	76	83	85	77	82	81	96	89	83	92	83	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[3]	Median[4]	Middle range[5]	Under 200	200 and under 225	225 – 250	250 – 275	275 – 300	300 – 325	325 – 350	350 – 375	375 – 400	400 – 425	425 – 450	450 – 475	475 – 500	500 – 525	525 – 550	550 – 575	575 – 600	600 – 650	650 – 700	700 – 750	750 and over
Secretarial and keyboarding occupations																										
Secretaries	17,215	39.5	497.50	489.50	429.00– 559.50	–	2	3	–	56	188	305	750	1096	1626	1752	1769	1614	1365	1480	1782	1175	1315	520	271	146
Manufacturing	7,446	40.0	490.00	480.00	430.00– 546.00	–	2	–	–	2	43	55	263	459	893	924	913	817	701	599	562	427	526	154	79	27
Nonmanufacturing	9,769	39.5	503.00	500.50	426.00– 567.00	–	–	3	–	54	145	250	487	637	733	826	856	797	664	881	1220	748	789	366	192	119
Transportation and utilities	894	38.5	522.00	544.50	447.50– 578.00	–	–	3	–	6	8	9	38	42	67	56	61	61	42	61	212	37	124	41	17	9
Secretaries I	1,501	39.5	395.00	383.00	351.50– 430.00	–	–	–	–	42	148	170	290	230	204	120	90	69	100	18	20	–	–	–	–	–
Manufacturing	512	40.0	410.00	404.00	369.50– 443.00	–	–	–	–	1	41	33	65	89	120	39	34	36	48	6	–	–	–	–	–	–
Nonmanufacturing	989	39.5	387.00	371.50	345.50– 425.00	–	–	–	–	41	107	137	225	141	84	81	56	33	52	12	20	–	–	–	–	–
Secretaries II	5,193	39.5	451.00	445.00	409.50– 487.00	–	1	2	–	6	35	84	288	544	862	940	804	585	324	352	342	28	16	–	–	–
Manufacturing	2,692	40.0	440.50	440.00	408.50– 470.00	–	1	–	–	–	2	22	159	283	554	581	489	303	181	96	12	1	8	–	–	–
Nonmanufacturing	2,501	39.5	462.00	461.50	412.50– 523.00	–	–	2	–	6	33	62	129	261	308	359	315	262	143	256	330	27	8	–	–	–
Transportation and utilities	248	39.0	454.50	434.50	380.00– 557.50	–	–	2	–	–	4	8	34	32	43	11	11	10	–	24	68	1	–	–	–	–
Secretaries III	5,454	39.5	506.50	506.00	452.00– 556.00	–	1	1	–	6	5	19	72	207	426	549	580	674	665	612	740	404	336	101	56	–
Manufacturing	2,493	40.0	501.00	500.00	455.00– 545.50	–	1	–	–	1	–	–	19	77	193	266	295	384	345	340	295	144	109	15	9	–
Nonmanufacturing	2,961	39.5	511.50	514.50	450.00– 567.00	–	–	1	–	5	5	19	53	130	233	283	285	290	320	272	445	260	227	86	47	–
Transportation and utilities	412	38.5	527.00	555.00	470.50– 567.00	–	–	1	–	2	–	–	2	5	19	43	39	29	35	27	127	22	54	5	2	–
Secretaries IV	3,761	40.0	547.50	561.00	493.50– 600.00	–	–	–	–	2	–	32	100	112	120	135	241	247	193	426	552	630	665	243	53	10
Manufacturing	1,421	40.0	566.50	576.00	532.00– 612.00	–	–	–	–	–	–	–	20	16	26	38	69	73	83	142	241	251	342	104	21	1
Nonmanufacturing	2,340	39.5	536.00	550.00	475.50– 595.50	–	–	–	–	2	–	32	80	102	94	97	172	174	110	284	311	379	323	139	32	9
Transportation and utilities	168	39.0	585.00	618.00	537.50– 640.00	–	–	–	–	2	–	–	–	–	–	2	8	21	7	8	17	12	61	29	1	–
Secretaries V	1,291	39.5	620.00	620.00	555.50– 686.50	–	–	–	–	–	–	–	–	–	11	8	51	56	83	69	128	113	298	178	162	* 136
Manufacturing	328	40.0	607.50	608.00	512.50– 679.00	–	–	–	–	–	–	–	–	–	–	–	26	21	44	15	14	31	67	35	49	26
Nonmanufacturing	963	39.5	624.00	620.00	561.00– 686.50	–	–	–	–	–	–	–	–	–	11	8	25	35	39	54	114	82	231	141	113	110
Typists	537	39.5	388.50	339.50	321.00– 480.00	–	–	19	47	10	78	126	35	19	39	10	14	24	2	93	18	–	5	–	–	–
Nonmanufacturing	214	39.0	354.50	300.00	265.50– 427.00	–	–	19	47	10	38	2	8	9	24	10	12	24	–	11	–	–	–	–	–	–
Typists I	473	39.5	380.00	337.00	314.50– 462.50	–	–	19	47	8	76	108	33	17	31	10	14	24	2	82	2	–	–	–	–	–
Nonmanufacturing	199	39.0	345.50	300.00	265.50– 423.00	–	–	19	47	8	36	2	8	9	24	10	12	24	–	–	–	–	–	–	–	–
Word processors	1,564	39.0	415.00	401.50	365.50– 455.50	–	–	2	2	22	112	160	193	272	227	132	118	114	46	48	69	15	32	–	–	–
Manufacturing	543	40.0	446.50	434.00	390.00– 506.50	–	–	–	–	2	10	37	55	54	73	88	56	26	36	17	64	11	14	–	–	–
Nonmanufacturing	1,021	39.0	398.00	385.50	354.50– 429.00	–	–	2	2	20	102	123	138	218	154	44	62	88	10	31	5	4	18	–	–	–
Word processors I	773	39.0	377.00	378.50	341.50– 408.50	–	–	2	2	20	93	134	130	170	118	30	42	25	3	–	2	2	–	–	–	–
Manufacturing	147	39.5	388.50	383.00	350.00– 430.00	–	–	–	–	2	7	27	29	25	16	30	7	–	–	–	2	2	–	–	–	–
Nonmanufacturing	626	39.0	374.50	371.50	340.50– 404.00	–	–	2	2	18	86	107	101	145	102	–	35	25	3	–	–	–	–	–	–	–
Word processors II	780	39.5	451.50	434.00	396.50– 506.50	–	–	–	–	2	19	26	63	102	109	102	76	78	43	48	67	13	32	–	–	–
Manufacturing	396	40.0	468.00	453.00	411.00– 529.50	–	–	–	–	–	3	10	26	29	57	58	49	26	36	17	62	9	14	–	–	–
Nonmanufacturing	384	38.5	434.00	418.00	383.00– 478.00	–	–	–	–	2	16	16	37	73	52	44	27	52	7	31	5	4	18	–	–	–
Key entry operators	2,166	40.0	371.50	353.00	312.00– 418.00	9	9	45	102	127	400	317	294	221	119	125	50	168	116	11	42	7	4	–	–	–
Manufacturing	395	40.0	390.00	379.00	341.00– 418.00	–	–	–	17	8	25	72	67	79	36	32	12	7	5	1	30	–	4	–	–	–
Nonmanufacturing	1,771	40.0	367.00	349.50	311.00– 420.00	9	9	45	85	119	375	245	227	142	83	93	38	161	111	10	12	7	–	–	–	–
Transportation and utilities	311	40.0	424.00	435.00	356.50– 486.00	–	–	–	8	8	20	34	23	31	21	15	4	108	29	10	–	–	–	–	–	–
Key entry operators I	895	39.5	362.50	340.00	300.00– 426.00	6	3	39	85	77	168	97	109	54	33	42	22	61	73	10	12	–	4	–	–	–
Manufacturing	143	39.5	351.50	345.00	310.00– 370.00	–	–	–	17	8	23	26	39	14	7	–	1	–	–	–	4	–	4	–	–	–
Nonmanufacturing	752	40.0	364.50	340.00	300.00– 445.50	6	3	39	68	69	145	71	70	40	26	42	21	61	73	10	8	–	–	–	–	–
Transportation and utilities	128	39.5	443.50	484.00	380.00– 513.00	–	–	–	–	–	10	10	10	9	8	10	–	32	29	10	–	–	–	–	–	–
Key entry operators II	1,271	40.0	377.50	364.00	327.00– 418.00	3	6	6	17	50	232	220	185	167	86	83	28	107	43	1	30	7	–	–	–	–
Manufacturing	252	40.0	412.00	399.00	365.50– 443.00	–	–	–	–	–	2	46	28	65	29	32	11	7	5	1	26	–	–	–	–	–
Nonmanufacturing	1,019	40.0	369.00	351.50	312.00– 402.50	3	6	6	17	50	230	174	157	102	57	51	17	100	38	–	4	7	–	–	–	–
Transportation and utilities	183	40.0	410.50	410.00	344.00– 486.00	–	–	–	8	8	10	24	13	22	13	5	4	76	–	–	–	–	–	–	–	–

See footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																						
			Mean[3]	Median[3]	Middle range[4]	Under 200	200 and under 225	225 – 250	250 – 275	275 – 300	300 – 325	325 – 350	350 – 375	375 – 400	400 – 425	425 – 450	450 – 475	475 – 500	500 – 525	525 – 550	550 – 575	575 – 600	600 – 650	650 – 700	700 – 750	750 and over
Other clerical occupations																												
Accounting clerks	7,078	39.5	394.50	363.50	320.00– 468.00	–	51	14	180	587	1235	1015	758	597	379	296	270	395	378	200	275	329	105	4	–	–
Manufacturing	1,480	39.5	406.50	390.00	345.50– 450.50	–	–	–	15	16	180	178	223	196	157	103	128	86	51	51	41	33	22	–	–	–
Nonmanufacturing	5,598	39.5	391.50	354.50	314.00– 477.00	–	51	14	165	571	1055	837	535	401	222	193	142	309	327	149	234	306	83	4	–	–
Transportation and utilities	294	40.0	476.00	486.00	450.00– 541.00	–	–	–	–	12	25	12	5	7	3	8	8	98	26	36	36	5	13	–	–	–
Accounting clerks I	247	39.0	333.00	320.00	289.00– 366.00	–	9	–	11	48	87	19	30	16	1	7	5	1	11	–	2	–	–	–	–	–
Nonmanufacturing	165	39.0	339.50	300.00	288.50– 369.50	–	9	–	3	36	48	4	24	16	1	7	5	1	11	–	–	–	–	–	–	–
Accounting clerks II	2,916	39.5	361.50	323.50	301.00– 412.50	–	42	13	131	436	953	322	115	138	62	62	42	206	189	113	70	22	–	–	–	–
Manufacturing	231	40.0	358.50	340.00	311.00– 373.50	–	–	–	1	1	70	63	39	26	3	9	3	2	4	–	10	–	–	–	–	–
Nonmanufacturing	2,685	39.5	362.00	322.50	300.00– 429.50	–	42	13	130	435	883	259	76	112	59	53	39	204	185	113	60	22	–	–	–	–
Transportation and utilities	117	40.0	468.50	486.00	484.00– 486.00	–	–	–	–	8	4	1	–	1	–	–	–	91	–	8	4	–	–	–	–	–
Accounting clerks III	3,076	40.0	410.00	373.50	346.50– 468.00	–	–	1	38	103	181	659	574	355	203	120	103	104	130	33	175	249	48	–	–	–
Manufacturing	682	39.5	393.50	375.00	346.00– 417.00	–	–	–	6	3	70	97	166	107	77	45	22	19	8	32	14	3	13	–	–	–
Nonmanufacturing	2,394	40.0	414.50	371.00	346.50– 498.50	–	–	1	32	100	111	562	408	248	126	75	81	85	122	1	161	246	35	–	–	–
Transportation and utilities	111	40.0	450.50	497.50	329.50– 567.00	–	–	–	–	4	21	11	5	2	1	1	6	5	23	1	31	–	–	–	–	–
Accounting clerks IV	819	39.5	473.00	450.50	420.00– 530.00	–	–	–	–	–	6	15	38	88	109	105	118	83	46	54	28	66	57	4	–	–
Manufacturing	485	39.5	462.50	450.50	423.00– 496.50	–	–	–	–	–	1	3	12	63	77	49	103	65	39	19	15	30	9	–	–	–
Nonmanufacturing	334	39.5	488.00	464.00	409.50– 591.00	–	–	–	–	–	5	12	26	25	32	56	15	18	7	35	13	36	48	4	–	–
Transportation and utilities	56	39.5	549.00	541.00	541.00– 593.50	–	–	–	–	–	–	–	–	–	1	6	1	1	1	27	1	5	13	–	–	–
Payroll clerks	944	39.5	407.00	369.50	340.00– 494.00	6	3	6	15	60	95	198	118	67	32	56	34	29	62	17	57	9	60	–	–	–
Manufacturing	131	39.5	424.50	392.50	374.00– 469.00	–	–	–	–	13	1	6	16	40	2	–	21	2	9	7	10	–	4	–	–	–
Nonmanufacturing	813	39.5	404.00	365.00	334.50– 494.00	6	3	6	15	47	94	192	102	27	30	56	13	27	73	10	47	9	56	–	–	–
File clerks	357	40.0	358.50	328.00	270.50– 468.00	24	4	40	23	26	59	38	9	10	21	11	18	16	15	12	30	1	–	–	–	–
Nonmanufacturing	219	40.0	366.50	331.50	243.00– 498.50	* * 24	2	40	21	3	11	10	–	3	18	11	16	16	15	8	20	1	–	–	–	–
File clerks I	175	40.0	302.00	270.50	231.50– 331.50	# 24	3	39	22	8	29	19	–	1	12	–	4	–	4	4	6	–	–	–	–	–
File clerks II	155	40.0	401.00	375.00	312.00– 498.50	–	1	1	1	18	30	16	9	8	–	11	14	16	11	7	12	–	–	–	–	–
Messengers	426	39.5	326.00	310.00	267.50– 365.50	–	14	56	55	53	66	45	47	13	20	3	15	28	9	–	–	–	–	–	–	–
Nonmanufacturing	295	39.5	327.50	303.00	254.00– 370.50	–	6	53	32	42	48	24	17	10	12	2	13	27	9	–	–	–	–	–	–	–
Receptionists	522	39.0	357.50	340.00	298.00– 415.00	3	–	45	55	36	67	65	44	25	42	39	16	14	40	11	–	–	–	–	–	–
Manufacturing	150	40.0	348.00	330.50	300.50– 369.00	–	–	–	14	23	36	18	25	10	–	7	3	1	13	–	–	–	–	–	–	–
Nonmanufacturing	372	39.0	361.00	340.00	283.00– 425.50	3	–	45	41	13	51	47	19	15	42	32	13	13	27	11	–	–	–	–	–	–
Switchboard operators	885	38.5	315.50	307.00	259.50– 367.00	12	12	140	200	61	92	42	188	32	42	8	14	3	25	4	10	–	–	–	–	–
Manufacturing	155	40.0	380.00	364.00	311.50– 427.00	–	–	–	–	21	22	18	37	11	7	5	13	2	7	2	10	–	–	–	–	–
Nonmanufacturing	730	38.5	301.50	276.00	257.50– 363.00	12	12	140	200	40	70	24	151	21	35	3	1	1	18	2	–	–	–	–	–	–
Switchboard operator-receptionists	218	39.5	349.50	319.00	291.00– 403.00	–	–	6	35	16	67	10	24	3	16	5	8	–	27	–	–	–	1	–	–	–
Manufacturing	73	39.5	356.00	320.00	316.00– 354.00	–	–	–	–	8	31	9	9	2	–	5	–	–	8	–	–	–	1	–	–	–
Nonmanufacturing	145	39.5	346.50	317.50	272.50– 403.00	–	–	6	35	8	36	1	15	1	16	–	8	–	19	–	–	–	–	–	–	–

* Workers were distributed as follows: 125 at $750 to $800; 9 at $800 to $850; 1 at $850 to $900; and 1 at $900 to $950.
* * All workers were at $175 to $200.
All workers were at $175 to $200.
Also see footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[1]	Median[2]	Middle range[2]	Under 300	300 and under 340	340 – 380	380 – 420	420 – 460	460 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 – 740	740 – 780	780 – 820	820 – 860	860 – 900	900 – 940	940 – 1020	1020 – 1100	1100 – 1180	1180 and over
Computer systems analysts	5,185	40.0	807.00	808.00	705.00- 900.00	–	–	–	–	–	10	105	199	255	286	354	461	568	577	559	514	381	564	208	100	44
Manufacturing	1,894	40.0	772.50	762.00	642.00- 878.00	–	–	–	–	–	10	56	137	176	161	172	148	158	148	195	139	117	139	74	36	27
Nonmanufacturing	3,291	40.0	827.00	819.50	741.50- 911.50	–	–	–	–	–	–	49	62	79	125	182	313	409	429	364	375	264	425	134	64	17
Computer systems analysts I	700	40.0	615.50	600.00	560.00- 663.50	–	–	–	–	–	10	104	140	163	101	63	65	35	14	3	2	–	–	–	–	–
Nonmanufacturing	255	40.0	643.50	643.00	587.50- 711.50	–	–	–	–	–	–	48	12	48	35	28	48	27	8	1	–	–	–	–	–	–
Computer systems analysts II	2,255	40.0	756.50	759.50	699.00- 814.50	–	–	–	–	–	–	1	59	92	184	242	383	446	350	242	186	35	48	7	–	–
Manufacturing	706	40.0	731.50	726.50	665.00- 798.00	–	–	–	–	–	–	–	9	61	94	117	102	108	88	90	17	6	14	–	–	–
Nonmanufacturing	1,549	40.0	768.00	767.50	715.50- 821.50	–	–	–	–	–	–	1	50	31	90	125	281	338	262	152	169	29	34	7	–	–
Computer systems analysts III	1,928	40.0	897.00	895.50	836.50- 957.50	–	–	–	–	–	–	–	–	–	1	49	33	87	212	299	310	324	454	123	35	1
Manufacturing	592	40.0	879.50	880.00	820.00- 935.00	–	–	–	–	–	–	–	–	–	1	20	29	43	54	99	115	91	91	33	15	1
Nonmanufacturing	1,336	40.0	904.50	905.00	842.50- 969.50	–	–	–	–	–	–	–	–	–	–	29	4	44	158	200	195	233	363	90	20	–
Computer systems analysts IV	301	40.0	1054.50	1050.00	981.00-1125.00	–	–	–	–	–	–	–	–	–	–	–	–	–	1	15	16	22	62	78	65	* 42
Computer programmers	2,460	39.5	623.00	615.00	542.50- 685.50	–	–	1	3	179	205	202	332	353	352	270	200	120	76	65	34	35	25	5	–	–
Manufacturing	695	40.0	639.50	623.00	545.00- 723.00	–	–	1	3	27	62	70	96	84	69	65	85	42	35	11	15	7	15	5	–	–
Nonmanufacturing	1,765	39.5	616.50	613.00	541.00- 677.50	–	–	–	–	152	143	132	236	269	283	205	115	78	41	54	19	28	10	–	–	–
Computer programmers II	634	39.5	573.50	564.50	526.00- 615.00	–	–	–	–	34	56	94	176	123	75	40	30	6	–	–	–	–	–	–	–	–
Manufacturing	264	40.0	588.00	591.00	530.50- 634.50	–	–	–	–	7	30	35	51	48	47	22	20	4	–	–	–	–	–	–	–	–
Nonmanufacturing	370	39.0	562.50	557.50	523.00- 603.50	–	–	–	–	27	26	59	125	75	28	18	10	2	–	–	–	–	–	–	–	–
Computer programmers III	1,151	39.5	657.00	649.00	604.50- 707.50	–	–	–	–	–	12	47	109	210	260	205	141	87	48	13	7	4	8	–	–	–
Manufacturing	237	40.0	692.00	696.00	611.50- 750.00	–	–	–	–	–	2	18	23	23	21	34	45	23	22	8	6	4	8	–	–	–
Nonmanufacturing	914	39.5	648.00	640.50	604.50- 682.00	–	–	–	–	–	10	29	86	187	239	171	96	64	26	5	1	–	–	–	–	–
Computer programmers IV	257	40.0	819.00	832.50	727.00- 889.50	–	–	–	–	–	–	–	–	1	14	23	29	27	29	52	27	31	17	8	–	–
Computer operators	2,199	40.0	474.50	476.50	406.00- 525.50	20	124	184	317	310	366	400	210	132	84	25	16	9	–	2	–	–	–	–	–	–
Manufacturing	1,062	39.5	487.00	477.50	425.00- 539.00	2	22	78	151	194	196	159	100	76	43	14	16	9	–	2	–	–	–	–	–	–
Nonmanufacturing	1,137	40.0	463.00	470.00	393.00- 525.00	18	102	106	166	116	170	241	110	56	41	11	–	–	–	–	–	–	–	–	–	–
Computer operators II	788	40.0	433.00	437.00	371.50- 511.00	12	106	110	127	93	99	212	22	7	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	328	40.0	426.00	416.50	376.00- 469.00	–	13	71	92	64	43	29	9	7	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	460	40.0	438.00	474.50	348.50- 511.00	12	93	39	35	29	56	183	13	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators III	874	40.0	475.00	486.00	415.50- 534.00	3	9	65	171	169	156	85	125	52	30	8	3	–	–	–	–	–	–	–	–	–
Manufacturing	409	40.0	492.50	479.00	445.00- 529.00	–	–	4	51	113	95	49	40	28	20	8	3	–	–	–	–	–	–	–	–	–
Nonmanufacturing	465	40.0	459.50	443.00	392.50- 541.00	3	9	61	120	56	61	36	85	24	10	–	–	–	–	–	–	–	–	–	–	–
Computer operators IV	499	39.5	547.00	534.00	480.00- 613.00	–	–	4	9	48	102	103	63	73	54	19	13	9	–	2	–	–	–	–	–	–
Manufacturing	303	39.0	556.50	539.00	500.00- 588.00	–	–	–	–	17	58	61	51	41	23	8	13	9	–	2	–	–	–	–	–	–
Nonmanufacturing	196	40.0	532.50	510.00	461.50- 618.50	–	–	4	9	31	44	22	12	32	31	11	–	–	–	–	–	–	–	–	–	–
Computer data librarians	179	39.5	386.50	334.00	273.50- 484.50	* * 67	32	18	5	4	29	16	6	–	2	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	164	39.5	361.00	316.00	273.50- 484.50	66	31	14	1	3	26	16	5	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters	530	39.5	488.50	487.00	412.00- 560.00	3	16	59	62	72	84	57	89	41	32	10	–	5	–	–	–	–	–	–	–	–
Manufacturing	524	39.5	486.00	486.00	412.00- 560.00	3	16	59	62	72	84	57	88	41	32	10	–	–	–	–	–	–	–	–	–	–
Drafters III	192	39.5	442.50	435.00	380.00- 486.00	–	4	43	37	32	40	8	19	9	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	191	39.5	442.00	435.00	380.00- 486.00	–	4	43	37	32	40	8	18	9	–	–	–	–	–	–	–	–	–	–	–	–
Drafters IV	198	40.0	523.50	522.50	488.00- 564.50	–	–	–	11	22	36	47	63	10	4	–	–	5	–	–	–	–	–	–	–	–
Manufacturing	193	40.0	517.50	520.00	488.00- 560.00	–	–	–	11	22	36	47	63	10	4	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																					
			Mean[3]	Median[3]	Middle range[3]	Under 300	300 and under 340	340 – 380	380 – 420	420 – 460	460 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 – 740	740 – 780	780 – 820	820 – 860	860 – 900	900 – 940	940 – 1020	1020 – 1100	1100 – 1180	1180 and over
Electronics technicians	4,983	40.0	619.50	654.50	551.00– 680.50	11	8	128	126	249	355	302	411	269	1597	1130	20	68	41	24	–	82	142	–	–	–
Manufacturing	2,518	40.0	551.50	558.50	479.50– 640.00	2	8	101	126	247	346	296	407	248	472	206	19	15	1	24	–	–	–	–	–	–
Nonmanufacturing	2,465	40.0	689.00	680.50	654.50– 680.50	9	–	27	–	2	9	6	4	41	1125	924	1	53	40	–	–	82	142	–	–	–
Transportation and utilities	2,338	40.0	686.50	654.50	654.50– 680.50	–	–	–	–	2	–	6	4	41	1125	924	1	53	40	–	–	–	142	–	–	–
Electronics technicians II	1,888	40.0	589.00	654.50	502.50– 654.50	–	1	66	66	110	215	126	93	47	1143	12	2	7	–	–	–	–	–	–	–	–
Manufacturing	745	40.0	498.00	490.50	456.00– 540.50	–	1	39	66	110	215	126	93	46	43	5	1	–	–	–	–	–	–	–	–	–
Electronics technicians III	2,782	40.0	661.00	670.50	594.50– 680.50	–	–	–	–	55	105	160	281	242	453	1118	18	61	41	24	–	82	142	–	–	–
Manufacturing	1,470	40.0	602.50	608.50	555.50– 653.00	–	–	–	–	53	96	154	277	202	429	201	18	15	1	24	–	–	–	–	–	–
Registered industrial nurses	126	40.0	596.00	600.00	557.00– 634.50	–	–	–	–	5	8	8	23	40	18	17	6	1	–	–	–	–	–	–	–	–
Manufacturing	104	40.0	592.50	600.00	557.50– 629.50	–	–	–	–	5	8	6	16	38	13	11	6	1	–	–	–	–	–	–	–	–

* Workers were distributed as follows: 26 at $1,180 to $1,260; 14 at $1,260 to $1,340; and 2 at $1,340 to $1,420.
* * Workers were distributed as follows: 24 at $220 to $260; and 43 at $260 to $300.
Also see footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[3] (standard)	Weekly earnings (in dollars)[4]
Office occupations - men			
Payroll clerks			
Nonmanufacturing	161	39.5	462.50
File clerks	100	40.0	341.50
Messengers	274	39.5	342.50
Nonmanufacturing	207	39.5	347.00
Office occupations - women			
Secretaries	15,765	39.5	501.00
Manufacturing	7,443	40.0	490.00
Nonmanufacturing	8,322	39.5	511.00
Transportation and utilities	791	38.5	526.50
Secretaries I	1,387	39.5	399.00
Manufacturing	512	40.0	410.00
Nonmanufacturing	875	39.5	392.50
Secretaries II	4,694	39.5	452.50
Manufacturing	2,689	40.0	441.00
Nonmanufacturing			
Transportation and utilities	217	39.0	464.00
Secretaries III	4,927	39.5	511.50
Manufacturing	2,493	40.0	501.00
Nonmanufacturing	2,434	39.5	522.00
Transportation and utilities	369	38.5	524.50
Secretaries IV	3,539	39.5	550.00
Manufacturing	1,421	40.0	566.50
Nonmanufacturing	2,118	39.5	538.50
Transportation and utilities	142	39.0	601.00
Secretaries V	1,218	39.5	622.50
Manufacturing	328	40.0	607.50
Nonmanufacturing	890	39.5	628.00
Typists	496	39.5	385.50
Nonmanufacturing	179	38.5	341.00
Typists I	434	39.5	376.00
Word processors	1,318	39.0	421.50
Manufacturing	499	40.0	448.50
Nonmanufacturing	819	38.5	404.50
Word processors I	648	39.0	382.50
Manufacturing	133	39.5	387.50
Word processors II	659	39.5	458.50
Manufacturing	366	40.0	470.50
Key entry operators			
Manufacturing	371	40.0	392.50
Key entry operators I			
Manufacturing	128	39.5	352.50
Key entry operators II			
Manufacturing	243	40.0	413.50
Accounting clerks	5,949	39.5	387.00
Manufacturing	1,297	39.5	404.00
Nonmanufacturing	4,652	39.5	382.50
Accounting clerks I	193	39.0	324.50
Accounting clerks II	2,506	39.5	354.00
Manufacturing	209	40.0	355.50
Nonmanufacturing	2,297	39.5	354.00
Accounting clerks III	2,535	40.0	403.00
Manufacturing	552	39.5	387.50
Nonmanufacturing	1,983	40.0	407.50
Accounting clerks IV	696	39.5	466.00
Manufacturing	462	39.5	459.50
Nonmanufacturing	234	39.5	479.00
Payroll clerks	741	39.5	393.50
Manufacturing	119	39.5	413.00
Nonmanufacturing	622	39.5	390.00
File clerks	253	40.0	366.50
Nonmanufacturing	133	39.5	381.50
File clerks I	128	40.0	329.00
Messengers			
Nonmanufacturing	79	39.5	283.00
Receptionists	508	39.0	358.50
Manufacturing	140	40.0	353.00
Nonmanufacturing	368	39.0	360.50
Switchboard operators	770	38.5	311.50
Manufacturing	142	40.0	382.00
Nonmanufacturing	628	38.5	295.50
Switchboard operator-receptionists	206	39.5	351.00
Manufacturing	73	39.5	356.00
Nonmanufacturing	133	39.5	348.00
Professional and technical occupations - men			
Computer systems analysts	3,175	40.0	822.50
Manufacturing	1,132	40.0	794.00
Nonmanufacturing	2,043	40.0	838.50
Computer systems analysts I	351	40.0	614.50
Nonmanufacturing	125	40.0	636.50
Computer systems analysts II	1,306	40.0	763.00
Manufacturing	400	40.0	742.50
Nonmanufacturing	906	40.0	772.00
Computer systems analysts III	1,313	40.0	900.00
Manufacturing	410	40.0	890.50
Nonmanufacturing	903	40.0	904.50
Computer systems analysts IV	204	40.0	1063.00
Computer programmers	1,272	39.5	634.00
Manufacturing	333	40.0	674.00
Nonmanufacturing	939	39.5	620.00
Computer programmers II	330	39.5	580.00
Nonmanufacturing	215	39.0	565.50
Computer programmers III	591	39.5	661.00
Nonmanufacturing	473	39.5	644.50
Computer programmers IV	151	39.5	840.50
Computer data librarians	122	39.0	354.00
Nonmanufacturing	117	39.0	347.50
Electronics technicians			
Electronics technicians III	2,109	40.0	671.00
Manufacturing	1,132	40.0	610.00
Professional and technical occupations - women			
Computer systems analysts	1,873	40.0	780.00
Manufacturing	666	40.0	723.50
Nonmanufacturing	1,207	40.0	811.00
Computer systems analysts I	334	40.0	613.50
Computer systems analysts II	901	40.0	748.50
Manufacturing	276	40.0	711.50
Computer systems analysts III	559	40.0	894.00
Nonmanufacturing	426	40.0	906.00
Computer programmers	1,140	39.5	614.50
Manufacturing	332	40.0	614.50
Nonmanufacturing	808	39.5	614.00
Computer programmers II	267	39.5	572.00
Nonmanufacturing	144	39.0	562.00
Computer programmers III	549	39.5	654.50
Nonmanufacturing	434	39.5	653.50
Computer data librarians	50	39.5	394.50
Registered industrial nurses	112	40.0	594.50
Manufacturing	94	40.0	588.50

See footnotes at end of tables.

Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[2]	Median[2]	Middle range[2]	Under 7.50	7.50 and under 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 and over
Maintenance carpenters	345	15.68	15.90	15.20–16.37	–	–	–	–	–	–	–	–	–	1	6	19	–	15	31	9	11	122	86	33	4	–	8
Manufacturing	246	15.47	15.84	15.10–15.95	–	–	–	–	–	–	–	–	–	1	–	9	–	15	29	4	10	122	52	–	4	–	–
Maintenance electricians	1,058	16.61	16.60	15.94–16.99	–	–	–	–	–	–	–	–	–	9	12	2	4	43	46	60	16	146	478	155	–	20	67
Manufacturing	946	16.68	16.62	15.94–16.99	–	–	–	–	–	–	–	–	–	–	8	–	–	43	42	24	6	146	478	133	–	20	46
Maintenance painters	290	15.45	15.30	14.84–16.34	–	–	–	–	–	–	–	1	1	1	8	3	8	12	20	27	86	17	82	9	15	–	–
Manufacturing	211	15.19	15.29	14.32–15.50	–	–	–	–	–	–	–	1	1	1	8	3	8	12	20	15	86	17	24	–	15	–	–
Maintenance machinists	256	18.95	18.83	18.66–18.83	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	1	2	3	6	186	3	* 47
Maintenance mechanics (machinery)	1,247	15.51	15.62	15.50–15.90	–	–	–	–	–	–	–	–	1	1	5	19	14	68	112	34	30	726	188	20	–	29	–
Manufacturing	1,083	15.58	15.62	15.50–15.74	–	–	–	–	–	–	–	–	1	1	5	19	12	68	16	27	27	726	150	2	–	29	–
Motor vehicle mechanics	1,341	16.24	16.19	15.26–16.93	–	–	–	–	–	–	–	6	7	–	3	6	10	17	83	24	281	190	407	109	116	80	2
Manufacturing	370	16.30	15.29	15.26–18.40	–	–	–	–	–	–	–	–	–	–	–	2	4	–	31	2	151	46	24	–	90	18	2
Nonmanufacturing	971	16.22	16.38	15.36–16.80	–	–	–	–	–	–	–	6	7	–	3	4	6	17	52	22	130	144	383	109	26	62	–
Transportation and utilities	419	16.80	16.93	16.38–17.41	–	–	–	–	–	–	–	6	7	–	2	–	3	8	10	22	11	3	156	105	26	60	–
General maintenance workers	497	10.26	9.82	8.72–12.10	* * 75	–	23	42	72	38	21	36	40	24	18	20	13	16	30	20	9	–	–	–	–	–	–
Nonmanufacturing	411	10.32	10.64	8.56–12.26	75	–	21	25	52	12	15	33	39	24	18	19	13	6	30	20	9	–	–	–	–	–	–
Maintenance trades helpers	532	10.84	11.47	8.85–12.79	29	73	3	61	14	14	6	24	44	10	29	163	20	38	4	–	–	–	–	–	–	–	–
Tool and die makers	792	16.46	16.60	16.26–17.01	–	–	–	–	–	–	–	–	–	–	–	1	5	10	10	45	20	19	448	229	5	–	–
Manufacturing	792	16.46	16.60	16.26–17.01	–	–	–	–	–	–	–	–	–	–	–	1	5	10	10	45	20	19	448	229	5	–	–
Stationary engineers	291	16.94	16.45	16.22–19.13	–	–	–	–	–	–	–	–	–	–	–	–	–	11	13	3	11	30	122	17	–	84	–
Manufacturing	246	16.88	16.32	15.96–19.19	–	–	–	–	–	–	–	–	–	–	–	–	–	11	13	3	11	30	102	–	–	76	–

* Workers were distributed as follows: 37 at $20.00 to $21.00; and 10 at $21.00 to $22.00.

* * Workers were distributed as follows: 14 at $4.50 to $5.00; 7 at $5.00 to $5.50; 26 at $6.00 to $6.50; 18 at $6.50 to $7.00; and 10 at $7.00 to $7.50.

Also see footnotes at end of tables.

Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[1]	Median[1]	Middle range[2]	4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00
Truckdrivers	8,677	14.64	14.43	14.00–16.38	–	–	3	8	15	5	19	18	8	13	9	62	134	127	99	136	615	573	3314	965	2425	129	–
Manufacturing	2,191	14.34	15.33	12.82–15.40	–	–	–	8	8	–	7	16	7	13	9	20	39	50	58	55	284	141	315	900	132	129	–
Nonmanufacturing	6,486	14.74	14.35	14.00–16.38	–	–	3	–	7	5	12	2	1	–	–	42	95	77	41	81	331	432	2999	65	2293	–	–
Transportation and utilities	2,535	16.35	16.83	16.38–16.83	–	–	–	–	–	–	–	–	–	–	–	–	–	–	41	–	93	23	20	65	2293	–	–
Truckdrivers, medium truck	2,476	15.91	16.38	16.38–16.83	–	–	–	–	–	–	1	1	1	–	2	–	3	9	56	20	142	145	78	61	1957	–	–
Truckdrivers, tractor-trailer	3,850	14.33	14.00	14.00–14.43	–	–	–	–	–	–	–	1	–	–	1	7	–	3	2	65	189	34	3106	81	361	–	–
Receivers	383	10.60	10.90	7.90–12.76	–	–	5	6	25	16	28	22	16	19	16	16	18	5	14	25	87	21	10	26	–	8	–
Warehousemen	3,411	11.92	12.66	11.23–13.79	–	–	30	14	121	74	144	56	81	67	50	105	48	55	21	554	631	843	447	14	56	–	–
Manufacturing	1,616	10.97	11.96	9.10–12.77	–	–	30	14	94	65	36	33	70	46	46	57	47	46	13	478	255	111	175	–	–	–	–
Nonmanufacturing	1,795	12.77	13.79	12.65–13.79	–	–	–	–	27	9	108	23	11	21	4	48	1	9	8	76	376	732	272	14	56	–	–
Transportation and utilities	285	13.55	13.42	11.98–14.60	–	–	–	–	–	–	–	–	–	17	–	1	1	9	–	48	23	54	62	14	56	–	–
Material handling laborers	630	9.88	10.91	6.19–12.45	8	35	71	34	21	9	11	14	10	3	9	15	–	145	9	1	129	87	13	1	5	–	–
Forklift operators	3,312	12.24	12.60	11.12–14.41	–	5	20	10	131	15	23	27	6	34	23	2	333	8	353	370	738	223	964	–	27	–	–
Manufacturing	445	10.85	11.12	8.69–13.95	–	5	20	10	5	15	23	19	6	34	6	2	2	8	167	2	1	33	60	–	27	–	–
Guards	8,447	6.79	5.25	4.90– 8.02	428	2746	1583	605	364	252	189	158	204	219	137	180	90	70	156	173	155	540	198	–	–	–	–
Manufacturing	1,741	11.38	11.70	9.10–13.56	–	–	3	10	15	49	49	10	90	141	104	91	72	59	80	147	150	473	198	–	–	–	–
Nonmanufacturing	6,706	5.60	5.00	4.85– 5.60	428	2746	1580	595	349	203	140	148	114	78	33	89	18	11	76	26	5	67	–	–	–	–	–
Guards I	7,320	6.08	5.10	4.90– 6.10	428	2746	1580	592	341	232	176	150	164	172	68	114	27	20	95	61	51	107	196	–	–	–	–
Nonmanufacturing	6,511	5.48	5.00	4.83– 5.55	428	2746	1580	587	333	197	136	145	98	57	16	78	7	–	72	26	5	–	–	–	–	–	–
Guards II	1,127	11.43	11.83	9.78–13.50	–	–	3	13	23	20	13	8	40	47	69	66	63	50	61	112	104	433	2	–	–	–	–
Janitors, porters, and cleaners	9,200	6.35	4.90	4.25– 7.56	2892	1766	782	804	313	139	154	167	348	206	146	159	173	101	76	113	323	200	250	88	–	–	–
Manufacturing	1,381	11.19	11.84	9.75–13.60	–	4	2	30	15	33	28	50	65	40	57	80	134	22	70	91	311	199	150	–	–	–	–
Nonmanufacturing	7,819	5.50	4.50	4.25– 5.85	2892	1762	780	774	298	106	126	117	283	166	89	79	39	79	6	22	12	1	100	88	–	–	–
Transportation and utilities	271	11.94	11.69	9.48–15.61	–	17	–	–	–	–	2	28	9	5	8	8	28	12	3	22	12	1	28	88	–	–	–

See footnotes at end of tables.

Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Los Angeles-Long Beach, CA, October 1988

Sex,[4] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters [1]	345	15.68
Manufacturing	246	15.47
Maintenance electricians	1,048	16.59
Manufacturing	936	16.66
Maintenance painters	263	15.37
Manufacturing	210	15.20
Maintenance machinists	255	18.95
Maintenance mechanics (machinery)	1,246	15.52
Manufacturing	1,082	15.58
Motor vehicle mechanics	1,222	16.08
Manufacturing	370	16.30
Nonmanufacturing	852	15.98
General maintenance workers	426	10.06
Nonmanufacturing	345	10.08
Maintenance trades helpers	514	10.88
Tool and die makers	789	16.46
Manufacturing	789	16.46
Stationary engineers	286	16.93
Manufacturing	243	16.88
Material movement and custodial occupations - men		
Truckdrivers:		
Truckdrivers, light truck	201	10.83
Truckdrivers, tractor-trailer	3,522	14.13
Receivers	311	10.67
Warehousemen	2,513	12.03
Manufacturing	994	10.97
Nonmanufacturing	1,519	12.73
Material handling laborers	536	9.91
Forklift operators	3,294	12.26
Manufacturing	427	10.91
Guards:		
Manufacturing	1,502	11.40
Janitors, porters, and cleaners:		
Manufacturing	917	11.37
Material movement and custodial occupations - women		
Warehousemen	784	11.37
Manufacturing	622	10.97
Guards:		
Manufacturing	239	11.21

See footnotes at end of tables.

Footnotes

Some of these standard footnotes may not apply to this bulletin.

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses, and incentive payments, however, are included.

[3] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[4] Earnings data relate only to workers whose sex identification was provided by the establishment.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

• Data do not meet publication criteria or data not available.

Appendix A. Scope and Method of Survey

In January 1987, the Bureau began to phase in a new 90-area program to replace the 70-area program that had produced annual surveys since July 1974. When the new plan is fully implemented in 1990, 32 of the areas will be surveyed annually, and two groups of 29 areas will be surveyed in alternate years. (For a full discussion of the change, see Laura Scofea, "BLS Area Wage Surveys Will Cover More Areas," *Monthly Labor Review*, June 1986, pp. 19-23.)

In each area surveyed[1], the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

In the 32 areas surveyed annually, Bureau field representatives obtain data by personal visits at 3-year intervals. In intervening years, only information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In the two groups of 29 areas that are surveyed in alternate years, Bureau field representatives obtain data for a given area by personal visits if the previous data for the area were obtained primarily by mail and telephone. Thus, in a 4-year period, an area that was surveyed by personal visit the first year will have no survey in the second, a mail and telephone survey in the third, and none in the fourth. As with annual surveys, information on establishment practices and employee benefits is presented only for surveys conducted by personal visits; when information is collected primarily by mail and telephone, only information on employment and earnings is presented.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained until the next personal visit survey is conducted. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is a possibility of disclosure of individual establishment data. Earnings data not shown separately for industry divisions are included in data for all industries combined.

Separate data for men and women are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Likewise, data are not presented for an occupational level when the number of workers not identified by level is 20 percent or more of the number identified at that level. Data are included in estimates for men and women combined or an overall occupation when sex or level identification is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Some A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increased wages since the last survey. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the jobs listed below in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

- Secretaries
- Stenographers I and II
- Typists I and II
- Key entry operators I and II
- Accounting clerks I, II, III, and IV
- Payroll clerks
- File clerks I, II, and III
- Messengers
- Order clerks I and II
- Switchboard operators

Electronic data processing

- Computer systems analysts I, II, III, and IV
- Computer programmers I, II, III, and IV
- Computer operators I, II, III, and IV

Industrial nurses

- Registered industrial nurses

Skilled maintenance

- Carpenters
- Electricians
- Painters
- Machinists
- Mechanics (machinery)
- Pipefitters
- Motor vehicle mechanics
- Tool and die makers

Unskilled plant

- Janitors, porters, and cleaners
- Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportion of employment in the occupational group in the earlier of the two years being compared. If for example, 1,000 workers were reported in the skilled maintenance group in the earlier year and 200 of these workers were painters, the weight assigned to painters would be 0.20. Using a constant employment weight dampens the effects of employment shifts on wage change measures.

2. Average earnings are computed for each occupation for the 2 years being compared. Earnings are used only from matched establishments; that is, establishments that are in the survey both years.

3. Group averages are computed by multiplying the weight of each occupation (step 1) by the occupation's average earnings for each year (step 2). The products are totaled to obtain group averages.

4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), differ from comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and employee benefits

Tabulations on selected establishment practices and employee benefits (B-series tables) are not presented in this bulletin. In this area, information for these tabulations is collected at 3-year intervals. These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; health, insurance, and retirement plans; and other selected benefits are presented (in the B-series tables) in a previous bulletin for this area.

[1] The Bureau also conducts more limited area studies in over 100 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Appendix table 1. Establishments and workers within scope of survey and number studied in Los Angeles-Long Beach, CA,[1] October 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
				Number	Percent	
All establishments						
All divisions	–	4,943	317	1,570,146	100	430,212
Manufacturing	100	1,311	91	510,869	33	199,833
Nonmanufacturing	–	3,632	226	1,059,277	67	230,379
Transportation, communication, and other public utilities[5]	100	184	35	119,040	8	76,350
Wholesale trade[6]	50	1,016	43	186,494	12	17,159
Retail trade[6]	100	537	32	272,414	17	51,912
Finance, insurance, and real estate[6]	50	704	40	196,166	12	53,025
Services[6 7]	50	1,191	76	285,143	18	31,933
Large establishments						
All divisions	–	421	96	869,522	100	387,670
Manufacturing	500	100	31	277,789	32	186,153
Nonmanufacturing	–	321	65	591,733	68	201,517
Transportation, communication, and other public utilities[5]	500	16	13	81,600	9	71,295
Wholesale trade[6]	500	78	8	83,579	10	12,603
Retail trade[6]	500	58	13	188,843	22	47,998
Finance, insurance, and real estate[6]	500	62	12	114,552	13	48,776
Services[6 7]	500	107	19	123,159	14	20,843

[1] The Los Angeles-Long Beach, CA Primary Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Los Angeles County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Abbreviated to "transportation and utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded. Electric utilities and most of the local transit for the city of Los Angeles are municipally operated and are excluded by definition from the scope of the survey.

[6] Separate data for this division are not presented in the A-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

The titles and numerical codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private duty nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;
b. Stenographers not fully performing secretarial duties;
c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;
d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;
e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;
f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;
g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;
h. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1

Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2

Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3

Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1

Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters;
b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms;
c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format;
d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.;
e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2

Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name;
b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings;
c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed;
d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff;
e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3

Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval;
b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc;, and informs supervisor on matters to be considered;
c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff;
d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction;
e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4

Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized;
b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations;
c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems;
d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts;
e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, members of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria For Matching Secretaries By Level

Level of Secretary's Supervisor	Level of Secretary's Responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I	II	III	IV
LS-2	I	III	IV	V
LS-3	I	IV	V	V

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings.

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer;
b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 through LR-4 in the secretary definition above;
c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary cannot be learned in a relatively short period of time, e.g., a month or two;
d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as form and presentation. The transcribed material is typically reviewed in rough draft, and the final transcription is reviewed for conform-

ance with the rough draft. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

WORD PROCESSOR

(4624: Typist)

Primary duty is to operate word-processing equipment to enter, store, retrieve, change, and present text or tabulations. Produces a variety of printed copy such as letters, documents, or reports. May enter regularly used formats or stored paragraphs that are organized and coded for future use. Recorded texts can be changed by rearranging paragraphs, replacing words, shifting lines, etc.

(Word-processing equipment typically has a full- or partial-page video-display screen (CRT) and a separate printer. The equipment may be integrated with a digital computer, have telecommunications capabilities, and also have capabilities for adding to or upgrading features. Automatic or electronic typewriters with limited text-editing capabilities, and often with single-line electronic display "windows," are not considered word-processing equipment.)

Excluded from this definition are:

a. Workers whose primary function is to enter a data base for purposes other than composition (see key entry operator);
b. Workers who use equipment and data base for purposes such as accounting, inventory control, sales, or original writing and editing;
c. Workers responsible for preparation of published reports, including page layout or selection of different type sizes.

Positions are classified into levels on the basis of the following definitions:

Word Processor I

Performs tasks requiring a knowledge of the word-processing equipment and familiarity with the formats and forms used in the establishment. Proficiency in grammar, spelling, and punctuation is also required to produce printed materials accurately. May refer problems to supervisor or higher level processor, or refer to operating manual.

Word Processor II

Work at this level requires considerable classroom or on-the-job training and may involve working directly with task originator rather than through supervisor. In addition to work assignments described for level I, duties include *one or more of the following:*

a. Uses the more sophisticated features of the equipment to carry out complex assignments, such as sorting, merging, and organizing text, or maintaining files;
b. Applies knowledge of specialized terminology or foreign language;
c. Tests new applications and procedures; or
d. Trains lower level processors.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records, tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening mail, distributing mail on a regularly scheduled route or in a familiar area, and other minor clerical work. May deliver mail that requires some special handling, e.g., mail that is insured, registered, or marked for special delivery.

Excluded are positions which include any of the following as significant duties:

a. Operating motor vehicles;
b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
e. Directing other workers.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order.

Exclude workers paid on a commission basis or whose duties include any of the following: Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

RECEPTIONIST

(4645: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist duties may also include providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk.

This classification excludes workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

Professional and Technical

NOTE: The following descriptions for computer systems analysts, programmers, and operators are derived from job descriptions developed for the National Survey of Professional, Administrative, Technical, and Clerical Pay (PATC). For the most part, they are comparable to the PATC descriptions for systems analysts and programmers levels I to IV and computer operators levels I to III. The level IV computer operator description is comparable to the combined levels IV, V, and VI PATC descriptions.

COMPUTER SYSTEMS ANALYST

(171:Computer systems analyst)

Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, designs a system of computer programs and procedures to resolve the problems, and develops complete specifications (precise descriptions) to enable computer programmers to prepare required programs. May write the computer programs.

NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.

Excluded are:

a. Trainees who receive detailed directives and work plans, select authorized procedures for use in specific situations, and seek assistance for deviations and problems;
b. Positions which require a bachelor's degree in a specific scientific field (other than computer science); however, positions are potential matches where the required degree may be from any of several possible scientific fields;
c. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;
d. Computer systems analysts dealing primarily with system software which provides basic services for processing other work; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software;
e. Top technical experts above level IV who develop broad unprecedented computer systems and/or conduct critical studies central to the success of large organizations having extensive technical or highly diversified computer requirements; and
f. Supervisors responsible for, or participating in hiring, firing, curtailing projects, reorganizing, or reallocating resources.

Positions are classified into levels on the basis of the following definitions:

Computer Systems Analyst I

Initial assignments are designed to expand practical experience in applying systems analysis techniques and procedures. Works independently carrying out factfinding and analysis of a single activity or routine problem. Applies established procedures where nature of system, feasibility, computer equipment, and programming language have already been decided. Adapts guides to specific situations. May solve routine user problems by modifying the existing system following clear precedents.

Supervisor defines objectives, priorities, and deadlines. Obtains advice where precedents are unclear or not available.

May direct technicians and others who assist in specific assignments.

Computer Systems Analyst II

Works independently developing or modifying a system of several varied sequences or formats where the nature of the system is predetermined. Recognizes probable interaction of related computer systems and predicts impact of a change in assigned system.

Typical duties include reviewing project proposals; gathering facts; analyzing data, preparing project synopses comparing alternatives; preparing specifications for programs; resolving processing problems; coordinating work with programmers; and orienting users.

Work requires competence in most phases of systems analysis and knowledge of system software and work processes.

May direct lower level analysts on assigned work. *OR*

Works on a segment of a complex data processing system as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments.

Computer Systems Analyst III

Works independently maintaining and modifying complex systems or developing new subsystems. Systems typically input data from diverse sources and have multiple users.

Typical duties include guiding users in formulating requirements; analyzing project proposals; arbitrating conflicts between users; recommending optimum approach; and developing systems design. May serve as lead analyst directing and integrating the work of one or two lower level analysts.

Computer Systems Analyst IV

As a team or project leader, provides complete systems design in a highly complex area. The systems design establishes the framework from feasibility studies to post-implementation evaluation. May serve as the technical authority for a design area. At least one team member performs work at level III. *AND/OR*

As a staff specialist or consultant, resolves unique and unyielding systems problems using new technology. May be assisted on project by other analysts or technicians.

COMPUTER PROGRAMMER

(397:Programmer)

Converts specifications (precise descriptions) of business or scientific problems into a sequence of detailed instructions to solve the problems by digital computer. Draws program flow charts to describe the processing of data and develops the precise steps and processing logic which, when entered into the computer in coded language, cause the manipulation of data to achieve desired results. Tests and corrects programs and prepares instructions for operators who control the computer during production runs. Modifies programs to increase operating efficiency or to respond to changes in work processes; maintains records to document program development and revisions.

NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.

Excluded are:

a. Positions which require a bachelor's degree in a specific scientific field (other than computer science); however, positions are potential matches where the required degree may be from any of several possible scientific fields;
b. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;
c. Computer programmers (e.g., systems programmers) dealing primarily with system software which provides basic services for processing other work; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software;
d. Employees with significant responsibility for supervising workers other than programmers or functions other than computer programming;
e. Supervisors responsible for, or participating in hiring, firing, curtailing projects, reorganizing, or reallocating resources; and
f. Team leaders and consultants above level IV who define highly complex programming problems and direct the development of computer programs for their solution, *AND/OR*

Team leaders and consultants who design improvements for highly complex programming problems where few precedents exist.

Positions are classified into levels on the basis of the following definitions:

Computer Programmer I

Receives classroom and/or on-the-job training in computer programming concepts and requirements of the subject-matter field. Performs elementary programming tasks such as drawing flow charts, writing operator instructions, or coding and testing simple programs.

Detailed step-by-step instructions are given; work is closely monitored in progress and reviewed in detail upon completion. Deviations must be authorized by supervisor.

May perform routine programming tasks as described in level II under close supervision. Also may perform elementary factfinding concerning a specific work process.

Computer Programmer II

Maintains and modifies routine programs. Work progresses from initial assignments designed to develop competence to work requiring a knowledge of established procedures and data processing requirements. Typical tasks include amending flow charts; coding, testing, and documenting changes; and writing routine new programs.

May evaluate simple interrelationships in programs and obtain information from users to modify routine programs.

Assignments have clear-cut and complete specifications and the format of the final product is very similar to that of the inputs. Work is monitored in progress and reviewed upon completion.

Computer Programmer III

As a fully qualified computer programmer, develops, modifies, and maintains conventional programs. Uses standard procedures and detailed specifications to independently devise program logic (may include translating mathematical notation), modify interrelationship of files and records, diagnose and correct errors, test and document work, and write computer operator instructions. The programs developed are typically linked to several other programs, with a variety of input records and varied formats produced in the output.

In addition, may analyze a single activity or routine problem when the nature of the programs, feasibility, and type of computer language and equipment have already been determined. Completed work is reviewed for conformance to standards, timeliness, and efficiency. May also guide or instruct lower level programmers, technicians, and others who assist on assignments. *OR*

Under close supervision, works on complex programs as described in level IV.

Computer Programmer IV

As an expert programmer, independently develops, modifies, and maintains complex programs which produce several interrelated but different products. Programs use data from diverse sources and have multiple users. Tests, documents, and writes operating instructions for all work.

May perform programming analysis such as investigating the feasibility of developing alternate programs, assisting users in defining needs, or participating on an EDP and user team working on large and complicated programs.

Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May function as team leader of a few lower level programmers or technicians on assigned work.

COMPUTER OPERATOR

(4612:Computer operator)

Monitors and operates the control console of either a main-frame digital computer or a group of mini-computers, in accordance with operating instructions, to process data. Work is characterized by the following:

- Studies operating instructions to determine equipment setup needed;
- Loads equipment with required items (tapes, cards, paper, etc.);
- Switches necessary auxiliary equipment into system;
- Starts and operates console;
- Diagnoses and corrects equipment malfunctions;
- Reviews error messages and makes corrections during operation or refers problems;
- Maintains operating record.

May test run new or modified programs and assist in modifying systems or programs. Included within the scope of this definition are fully qualified computer operators, trainees working to become fully qualified operators, and lead operators providing technical assistance to lower level positions.

Excluded are:

a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;
b. Peripheral equipment operators and remote terminal or computer operators who do not run the control console of either a main-frame digital computer or a group of mini-computers (see peripheral equipment operator); and
c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required.

Positions are classified into levels on the basis of the following definitions:

Computer Operator I

Receives on-the-job training in operating the control console (sometimes augmented by classroom training). Works under close personal supervision and is provided detailed written or oral guidance before and during assignments. As instructed, resolves common operating problems. May serve as an assistant operator working under close supervision or performing a portion of a more senior operator's work.

Computer Operator II

Processes scheduled routines which present few difficult operating problems (e.g., infrequent or easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to preplanned procedure. May serve as an assistant operator, working under general supervision.

Computer Operator III

Processes a range of scheduled routines. In addition to operating the system and resolving common error conditions, diagnoses and acts on machine stoppage and error conditions not fully covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.

Computer Operator IV

Resolves a variety of nonstandard problems (e.g., frequent new programs, applications, and procedures). Problems may require unusual equipment connections and channel configurations. May also provide technical assistance to lower level operators and use knowledge of program languages, computer features, and software systems in assisting programmers, systems analysts, and other users in resolving problems. Completed work is usually submitted to users without supervisory review.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy;
b. Labeling tape reels, disks, or card decks;
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives;
d. Setting controls which regulate operation of the equipment;
e. Observing panel lights for warnings and error indications and taking appropriate action;
f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN

(4696: File clerk)

(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER

(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions:

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)
(615: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nurse)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER

(6442. Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe

required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MILLWRIGHT

(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MOTOR VEHICLE MECHANIC

(611: Vehicle and mobile equipment mechanic and repairer)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors of an establishment. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tuneup of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

GENERAL MAINTENANCE WORKER

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of the establishment's machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

Excluded are positions requiring a formal apprenticeship or equivalent training in one or more crafts. Also excluded are workers participating in such a program.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)
(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)
(731-2: Metalworking and plasticworking machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety* of *warehousing* duties which require an *understanding of the establishment's storage plan*. Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following:* Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

a. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
b. Stocking merchandise for sale;
c. Counting or routing merchandise;
d. Operating a crane or heavy-duty motorized vehicle such as forklift or truck;
e. Loading and unloading ships (longshore workers); or
f. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator

Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
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Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
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Columbia-Sumter, SC
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Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI[2]
Greensboro-Winston-Salem-High Point, NC[2]
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Reno, NV
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Salinas-Seaside-Monterey, CA
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

Employee Benefits in State and Local Governments, 1987

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2309

The Bureau of Labor Statistics issues its first bulletin on employee benefits in State and local goverments.

Data available

- Incidence and detailed characteristics of 14 employee benefits paid for at least in part by employer: Lunch and rest periods, holidays, vacations, and personal, funeral, jury-duty, military, and sick leave, sickness and accident, long-term disability, health, and life insurance, and retirement/capital accumulation plans. Retirement data include defined benefit plans and defined contribution plans, such as savings and thrift plans with salary reduction arrangements permitted under the Internal Revenue Code.
- Incidence and provisions of flexible benefits plans, reimbursement accounts, and unpaid maternity and paternity leave.
- Incidence data on 16 other benefits, including educational assistance, nonproduction bonuses, subsidized child care, and sabbatical leave.
- Data are presented separately for three occupational groups—teachers, police officers and firefighers, and regular employees.

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- Major benefits in State and local government establishments of the United States, except Alaska and Hawaii.
- Local governments with at least 50 employees, and the entire State government for States.

Source of data

- Sample of about 869 government units, including 24 States and 845 local government establishments; primarily by personal interview.

Uses

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